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# **2007 Workplace and Equal Opportunity Survey of Reserve Component Members Tabulations of Responses**

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# **2007 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF RESERVE COMPONENT MEMBERS: TABULATIONS OF RESPONSES**

**Defense Manpower Data Center  
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## Acknowledgments

Defense Manpower Data Center (DMDC) is indebted to numerous people for their assistance with the *2007 Workplace and Equal Opportunity Survey of Reserve Component Members*, which was conducted on behalf of the Office of the Under Secretary of Defense for Personnel and Readiness (OUSD[P&R]). DMDC's survey program is conducted under the leadership of Timothy Elig, Director of the *Human Resources Strategic Assessment Program* (HRSAP).

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Jacqueline Malone, SRA International, Inc., formatted and assembled this tabulation volume using DMDC's Survey Reporting Tool.



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<b>EXPERIENCES IN THE <u>CIVILIAN</u> COMMUNITY IN THE PAST 12 MONTHS</b>
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# 2007 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF RESERVE COMPONENT MEMBERS: TABULATIONS OF RESPONSES

## *Introduction to the Survey*

The *Human Resources Strategic Assessment Program* (HRSAP), Defense Manpower Data Center (DMDC), conducts both Web-based and paper-and-pencil surveys to support the personnel information needs of the Under Secretary of Defense for Personnel and Readiness (USD[P&R]). These surveys assess the attitudes and opinions of the entire Department of Defense (DoD) community on a wide range of personnel issues. *Human Relations Surveys* are in-depth studies of topics and populations, often requiring both paper-and-pencil surveys and Web-based surveys, that take longer to develop, administer, and analyze.

This report contains tabulations of responses from the *2007 Workplace and Equal Opportunity Survey of Reserve Component Members* (2007 WEOR) conducted August 13 to December 5, 2007. This introduction (1) summarizes the survey content, (2) defines the total population surveyed and the subgroups used in tabulations of responses, (3) summarizes the survey methodology,<sup>1</sup> and (4) provides details on how to use the tabulations. The tabulations and a copy of the survey items follow this introduction.<sup>2</sup>

## **Survey Content**

The 2007 WEOR fulfills the Congressional mandate outlined in Title 10 U. S. Code Section 481 for Joint Service quadrennial assessments of race/ethnic issues. The WEOR is the first DMDC Reserve component survey of racial/ethnic issues and was modeled on previous DMDC surveys of active duty members, the *1996 Equal Opportunity Status of the Armed Forces Survey* (1996 EOS) and the *2005 Workplace and Equal Opportunity Survey of Active Duty Members* (WEOA2005). These surveys were designed to estimate the level and consequences of racial/ethnic harassment and discrimination. A copy of the survey is provided in Appendix A. The current survey was subdivided into the following 14 topic areas:

1. *Background Information*—Reserve component, gender, paygrade, race/ethnicity, ethnic ancestry, education, active duty service, and military installation proximity.
2. *Family and Household Information*—Marital status, duration of relationship, and race/ethnicity of spouse/significant other.

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<sup>1</sup> Details on survey methodology are reported in DMDC (2008).

<sup>2</sup> Refer to DMDC (2008) to view a screen shot version of the survey as it appeared on the Web.

3. *Satisfaction and Retention Intention*—Years spent in military service, likelihood to continue participation, spouse/family support for participation, extent life/military duty is better/worse than expected since entering National Guard/Reserve, overall satisfaction with the military way of life, aspects about serving in the National Guard/Reserve, and willingness to recommend military service.
4. *Tempo*—Days spent in National Guard/Reserve status, time away from home, and the impact of time away on military career intentions, and active duty status.
5. *Employment/Student Status*—Status as a military technician, civilian employment status, and student status.
6. *Activation/Deployment Status*—Duration and location of activations and/or deployments within the past 12 months, current activation/deployment status, and deployments since September 11, 2001.
7. *Military Workplace*—Length of time in present military unit, characteristics of, and satisfaction with, immediate supervisor; coworkers and workplace; preparedness, morale, and unit cohesion.
8. *Stress, Health, and Well-Being*—Physical well-being and perceived stress.
9. *Personal Experiences in the Military Community*—Types and frequency of personal experiences within the military community related to race/ethnicity, and DoD's/Service's responsibility to prevent racial/ethnic harassment and/or discrimination.
10. *One Situation of Race/Ethnic-Related Experiences*—Details pertaining to the most bothersome race/ethnic-related situation experienced during the 12 months prior to taking the survey, including type(s) of incident(s) experienced, extent to which Reserve component members were bothered by the incident(s), where and when it occurred, characteristics of offenders, to whom behaviors were reported, reasons for not reporting and, if applicable, Reserve component members' satisfaction with the complaint process and outcome.
11. *Personal Experiences in the Civilian Community*—Types and frequency of personal experiences within the civilian community related to race/ethnicity, and DoD's/Service's responsibility to prevent racial/ethnic harassment and/or discrimination.
12. *Personnel Policy and Practices*—Views on current racial/ethnic policies and leadership practices, perceptions of race relations within the military and in the local community, personal experiences of racial/ethnic confrontations, and exposure to racist messages and organizations.

13. *Training*—Frequency and perceived effectiveness of training on racial/ethnic harassment and discrimination.
14. *Military/Civilian Comparisons*—Perceptions of opportunities/conditions in the military compared to civilian employment, and historical and military/civilian comparisons of the prevalence of racial/ethnic harassment and discrimination.

### ***Population and Reporting Categories***

The population of interest for this survey consisted of members from the Selected Reserve in Reserve Unit, Active Guard/Reserve (AGR/FTS/AR;<sup>3</sup> Title 10 and Title 32), or Individual Mobilization Augmentee (IMA) programs from the Army National Guard (ARNG), U.S. Army Reserve (USAR), U.S. Navy Reserve (USNR), U.S. Marine Corps Reserve (USMCR), Air National Guard (ANG), U.S. Air Force Reserve (USAFR) and U.S. Coast Guard Reserve (USCGR)<sup>4</sup>, (1) who have at least six months of service at the time the questionnaire is first fielded and (2) are below flag rank.

Survey results are presented for the total DoD and USCGR populations. In addition, results are presented by a variety of reporting categories within each population. With the exception of Reserve program, respondents are classified primarily by survey self-report. If the self-reported data are missing, then DMDC's *Reserve Component's Common Personnel Data System*, at the time of sampling, is used to impute the subgroup classification. Survey results are tabulated by component, paygrade, gender, Reserve program, activated/deployed, race/ethnicity by component, and race/ethnicity by paygrade. Definitions for reporting categories follow:

- *Total DoD*—This category includes all DoD Reserve components. The components include Army National Guard (ARNG), U.S. Army Reserve (USAR), U.S. Navy Reserve (USNR), U.S. Marine Corps Reserve (USMCR), Air National Guard (ANG), and U.S. Air Force Reserve (USAFR).
- *Paygrade*—The *Enlisted* subgroup includes all enlisted paygrades (E1-E9). The *Enlisted* subgroup is further broken into *E1-E4* and *E5-E9*. The *Officers* subgroup includes warrant officers and commissioned officers (O1-O6). The commissioned officers are further broken into *O1-O3* and *O4-O6*.
- *Gender*—This category is self-explanatory.
- *Reserve Program*—AGR/FTS/AR is comprised of members in full-time service from all DoD Reserve components. *Reserve Unit* is comprised of members from each DoD Reserve component who attend weekend drills

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<sup>3</sup> Names for this program vary among Reserve components: AGR/FTS/AR is a combination of Active Guard/Reserve (AGR), Full-Time Support (FTS), and Active Reserve (AR).

<sup>4</sup> Although the law does not require quadrennial assessments of racial/ethnic issues of Coast Guard members, the Coast Guard asked to participate in this survey.

with Reserve units. Reserve unit members from the ARNG, USAR, ANG, and USAFR can also be categorized as *Military Technician*. Military Technicians are tabulated in the Military Technician category and in the Reserve Unit category. *IMA* is comprised of Individual Mobilization Augmentees from the USAR, USNR, USMCR, and the USAFR. With the exception of self-report data for Military Technicians, respondents are categorized using personnel record data only.

- *Activated/Deployed*—The categories *Not Activated Past 12 Months* and *Activated Past 12 Months* indicate whether Reserve component members reported having been activated during the 12 months prior to either the Web survey response or the date the completed paper survey was received by the data collection contractor. The category *Not Deployed* indicates that the respondent has not been activated, has not been activated for 30 days or more, or has been activated but has not been deployed within the last 12 months whereas the category *Deployed* indicates that the members had been activated for 30 days or more and deployed.
- *Race/Ethnicity*—Respondents are classified based on self-reported categories consistent with requirements of the *Standards for Maintaining, Collecting, and Presenting Federal Data on Race and Ethnicity* (1997). *Hispanic* includes anyone marking that they are Spanish/Hispanic/Latino, regardless of how they answered the question on race. *White* includes persons marking only White and not reporting being Spanish/Hispanic/Latino. *Black* includes persons marking only Black or African American and not reporting being Spanish/Hispanic/Latino. *American Indian/Alaska Native (AIAN)* includes persons marking only American Indian or Alaska Native and not reporting being Spanish/Hispanic/Latino. *Asian* includes persons marking only Asian and not reporting being Spanish/Hispanic/Latino. *Native Hawaiian/Pacific Islander (NHPI)* includes persons marking only Native Hawaiian or other Pacific Islander and not reporting being Spanish/Hispanic/Latino. *Two or More Races* includes persons marking two or more of the races (*White, Black, Asian, American Indian/Alaska Native, and Native Hawaiian/Pacific Islander*) and not reporting being Spanish/Hispanic/Latino.
- *Race/Ethnicity by Component*—To provide additional levels of detail for respondents who self-reported as White, Black or African American, Spanish/Hispanic/Latino, Asian or Two or More Races, the tabulation layout also includes estimates by *Component*. Due to small sample sizes, results by *Reserve Component* exclude USMCR for the AIAN and NHPI groups.
- *Race/Ethnicity by Paygrade*—To provide additional levels of detail for respondents who self-reported as White, Black or African American, or Spanish/Hispanic/Latino, the tabulation layout also includes estimates by *Paygrade*, excluding W1-W5. Due to the small sample sizes of the AIAN,



Asian, NHPI, and Two or More Races groups, results by *Paygrade* are presented at the *Enlisted* and *Officers* subgroup levels only.

- *USCGR*—Includes all USCGR members and this category is further broken down into the following subcategories: race/ethnicity (*White, Black or African American, Spanish/Hispanic/Latino, or Other Race/Ethnicity*)<sup>5</sup> and paygrade (*Enlisted* including *E1-E4, E5-E9*, and *Officers* including warrant officers and commissioned officers).

### ***Survey Methodology***

The survey administration process began on August 13, 2007, with the mailout of notification letters to sample members. This notification letter explained why the survey was being conducted, how the survey information would be used, and why participation was important. Throughout the administration period, additional e-mail and postal reminders were sent to encourage survey participation. The survey was administered via the Web and paper-and-pencil questionnaires. Data were collected between August 27 and December 5, 2007, with paper surveys mailed on September 14, 2007 to those who had not yet responded via the Web. E-mail and postal reminders gave sample members the opportunity to request another copy of the paper survey if they preferred this mode of providing their responses but no longer had, or never received, the previously-mailed hard-copy survey.<sup>6</sup>

Single-stage, nonproportional stratified random sampling<sup>7</sup> procedures were used. The sample consisted of 83,097 individuals (including 2,188 USCGR) drawn from the sample frame constructed from *DMDC's Reserve Components Common Personnel Data System*. Members of the sample became ineligible if they indicated in the survey or by other contact (e.g., telephone calls to the data collection contractor) that they were not in a National Guard/Reserve component as of the first day of the Web survey, August 27, 2007 (2.27%).

Completed surveys (defined as 50% or more of the survey questions asked of all participants are answered) were received from 23,170 eligible respondents. The

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<sup>5</sup> The category *Other Race/Ethnicity* includes USCGR members who identified as AIAN, Asian, NHPI or as being of Two or More Races. Due to low representation of these groups in the USCGR, members of these racial/ethnic groups were included in a single category to increase the probability of generating reportable results.

<sup>6</sup> A random 10% of the sample were offered only the Web survey and were not mailed the paper version. The remaining sample members were offered both the Web survey as well as the paper survey. The e-mail and postal reminders sent to the 10% Web-only sample did not mention the paper survey option.

<sup>7</sup> In stratified random sampling, all members of a population are categorized into homogeneous groups. For example, members might be grouped by gender and component (e.g., all male USAR personnel in one group, all female USNR personnel in another). Members are chosen at random within each group. Small groups are oversampled in comparison to their proportion of the population so there will be enough responses from small groups to analyze. Weights are used so that groups are correctly represented in the analyses.

overall weighted response rate for eligibles, corrected for nonproportional sampling and nonlocation, was 32% from DoD; 44% from the USCGR.

Data were weighted using the industry standard three-stage process. This form of weighting produces survey estimates of population totals, proportions, and means (as well as other statistics) that are representative of their respective populations. Unweighted survey data, in contrast, are likely to produce biased estimates of population statistics. The three stage process of weighting consists of the following steps:

- *Adjustment for selection probability*—Probability samples such as the sample for this survey are selected from lists and each member of the list has a known nonzero probability of selection. For example, if a list contained 10,000 members in a demographic subgroup and the desired sample size for the subgroup was 1,000, one in every tenth member of the list would be selected. During weighting, this selection probability (1/10) is taken into account. The base, or first weight, used to adjust the sample is the reciprocal of the selection probability. In this example, the adjustment for selection probability (base weight) is 10 for members of this subgroup.
- *Adjustments for nonresponse*—Some sampled members do not respond to the survey. Continuing the previous example, suppose only half of sample members, 500, completed and returned a survey. Because the unweighted sample size would only be 500, weights are needed to project the sample up to the subgroup population total (10,000). In this case, the base-weighted respondents would sum to only 5,000 weighted respondents. To adjust for nonresponse, the base weights are multiplied by the reciprocal of the nonresponse rate. In this example, the base weight (10) is multiplied by the reciprocal of the nonresponse rate (2) to create a new weight of 20. The weighted sample sums to the subgroup population total of 10,000.
- *Adjustment to known population values*—The first of the two previous weighting adjustments are applied according to the demographic groupings used in designing the subgroups for the sample. The second is based on population characteristics that are known to be related to whether a sample person responds to the survey. Because the sample design and adjustments for nonresponse cannot take into account all demographic differences related to who responds to a survey and how they respond, auxiliary information is used to increase the precision of survey estimates. For this reason a final weighting adjustment is computed that reproduces population totals for important demographic groupings related to who responds to a survey and how they might answer the survey. Suppose in our example the population for the subgroup was 8,500 men and 1,500 women but the nonresponse-adjusted weighted estimates from the respondents was 7,000 men and 3,000 women. To dampen this possible bias and reproduce known population totals the weights would be adjusted by 1.21 for men and 0.5 for women that the final weights for men and

women would be 24.3 and 10 which would give unbiased estimates of the total and of women and men in the subgroup.

Table 1 (pages 8-9) shows the number of respondents and the portion of total respondents in each reporting group. Also shown are the estimated number of Reserve component members and the portion of total members in each reporting group. Differences in the percentages of respondents and population for the reporting categories reflect differences in the number sampled, as well as differences in response rates.<sup>8</sup>

### ***Tabulation Procedures***

Tabulations<sup>9</sup> for each question in the survey are shown on a set of facing pages. The text of the questions and response options are shown at the top of the even-numbered pages with only the question number repeated on the odd-numbered pages. To compress the width of columns in the tables, the response options are shown with a number, letter, or DNA (i.e., *Does not apply*), then that number, letter, or DNA is used as the column heading for the responses. The central feature of the tabulations is the percentage of Reserve component members choosing the response options indicated by the column heading. Within a set of response options, percentages may not add to 100% due to rounding error.

Where an item can be presented as an average, that average is shown as a number estimate and in a bar chart. The averages lend themselves to a quick scan for reporting groups differing from other similarly defined groups. Where a true response continuum is available (e.g., number of times trained), the mean of that continuum is presented; in other cases, the responses are averages of the numeric scales presented with the response options. Where there is a simple binomial response (e.g., yes/no), only one percentage is presented. In this case, the bar chart represents that percentage. When multi-level response scales (e.g., “yes,” “no,” “don’t know”) can be dichotomized, the bar chart represents either the sum of the percentages in multiple columns (e.g., “no” and “don’t know” summed) or the percentage in one column (e.g., “yes”).

On each page of tabulations, the first column lists the reporting group shown in that row. The second column, *Percent Responding*, lists the portion of the reporting group represented in the estimates in that row. In most cases, if this percentage is not 100, it reflects item nonresponse, and the table note indicates that “Percent responding are Reserve Component members who answered the question.”

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<sup>8</sup> There is also a slight difference in treatment of missing data. Cases with missing data are included in counts of respondents but are excluded in population estimates.

<sup>9</sup> Details of data editing and preparation are provided by DMDC (2008).

**Table 1.**  
**Number of Respondents and Estimated Population by Reporting Categories**

	Respondents		Estimated Population				
	Count	Percent	Totals		Percent		Max ME
TOTAL DOD	22,233	100%	807,342	± 3,733	100%		
ARNG	4,857	22%	342,878	± 2,942	42%		± 1%
USAR	5,045	23%	187,174	± 2,594	23%		± 1%
USNR	3,603	16%	63,907	± 674	8%		± 1%
USMCR	1,287	6%	37,567	± 643	5%		± 1%
ANG	3,768	17%	105,490	± 2,059	13%		± 1%
USAFR	3,673	17%	70,326	± 1,046	9%		± 1%
Enlisted	14,757	66%	683,980	± 3,924	85%		± 1%
E1 – E4	4,408	20%	294,047	± 4,756	36%		± 1%
E5 – E9	10,349	47%	389,934	± 5,784	48%		± 1%
Officers	7,473	34%	123,340	± 1,779	15%		± 1%
O1 – O3	2,949	13%	45,702	± 1,505	6%		± 1%
O4 – O6	3,810	17%	67,221	± 1,318	8%		± 1%
Male	16,871	76%	665,093	± 3,614	82%		± 1%
Female	5,362	24%	142,250	± 2,293	18%		± 1%
AGR/FTS/AR	2,998	13%	65,171	± 4,356	8%		± 1%
Other Selected Reserve	19,235	87%	742,171	± 7,173	92%		± 1%
Reserve Unit	17,813	80%	723,226	± 3,245	90%		± 1%
Military Technician	1,830	8%	65,619	± 5,544	8%		± 1%
IMA	1,422	6%	18,946	± 1,306	2%		± 1%
Not Activated Past 12 Months	15,221	68%	532,264	± 8,324	66%		± 2%
Activated Past 12 Months	3,405	15%	142,059	± 8,279	18%		± 2%
Not Deployed Past 12 Months	17,017	77%	603,183	± 9,539	75%		± 2%
Deployed Past 12 Months	5,190	23%	203,676	± 9,452	25%		± 2%
Deployed OIF/OEF	3,498	16%	140,506	± 8,222	17%		± 2%
WHITE	5,518	25%	545,147	± 6,445	68%		± 1%
ARNG	1,818	8%	243,178	± 4,783	30%		± 1%
USAR	1,070	5%	106,944	± 3,313	13%		± 1%
USNR	963	4%	40,052	± 1,520	5%		± 1%
USMCR	356	2%	25,596	± 1,197	3%		± 1%
ANG	743	3%	82,381	± 2,530	10%		± 1%
USAFR	568	3%	46,996	± 1,752	6%		± 1%
Enlisted	2,870	13%	449,982	± 6,468	56%		± 1%
E1 – E4	1,116	5%	192,296	± 5,619	24%		± 1%
E5 – E9	1,754	8%	257,686	± 6,460	32%		± 1%
Officers	2,648	12%	95,165	± 1,871	12%		± 1%
BLACK	6,294	28%	111,506	± 1,816	14%		± 1%
ARNG	934	4%	41,091	± 1,248	5%		± 1%
USAR	1,415	6%	40,389	± 1,247	5%		± 1%
USNR	1,119	5%	8,474	± 487	1%		± 1%
USMCR	290	1%	2,900	± 324	0%		± 1%
ANG	1,130	5%	8,377	± 270	1%		± 1%
USAFR	1,406	6%	10,275	± 193	1%		± 1%
Enlisted	4,574	21%	100,065	± 1,817	12%		± 1%
E1 – E4	1,031	5%	39,558	± 1,459	5%		± 1%
E5 – E9	3,543	16%	60,507	± 1,620	7%		± 1%
Officers	1,718	8%	11,428	± 426	1%		± 1%

## 2007 Workplace and Equal Opportunity Survey of Reserve Component Members

Table 1. (continued)	Respondents		Estimated Population				
	Count	Percent	Totals		Percent		Max ME
HISPANIC	3,775	17%	93,166	± 4,137	12%		± 1%
ARNG	737	3%	35,682	± 3,083	4%		± 1%
USAR	859	4%	26,233	± 1,803	3%		± 1%
USNR	560	3%	9,629	± 1,177	1%		± 1%
USMCR	387	2%	6,545	± 888	1%		± 1%
ANG	623	3%	7,855	± 1,088	1%		± 1%
USAFR	609	3%	7,223	± 1,111	1%		± 1%
Enlisted	2,601	12%	84,567	± 4,115	10%		± 1%
E1 – E4	775	3%	38,320	± 2,947	5%		± 1%
E5 – E9	1,826	8%	46,247	± 3,148	6%		± 1%
Officers	1,174	5%	8,599	± 641	1%		± 1%
AIAN	1,218	5%	11,182	± 2,308	1%		± 1%
ARNG	436	2%	5,990	± 1,801	1%		± 1%
USAR	263	1%	2,353	± 1,087	0%		± 1%
USNR	143	1%	881	± 417	0%		± 1%
USMCR	19	0%	270	± 254	0%		± 1%
ANG	235	1%	1,300	± 817	0%		± 1%
USAFR	122	1%	389	± 131	0%		± 1%
Enlisted	977	4%	10,139	± 2,292	1%		± 1%
Officers	241	1%	1,043	± 285	0%		± 1%
ASIAN	3,479	16%	23,869	± 2,012	3%		± 1%
ARNG	672	3%	7,669	± 1,533	1%		± 1%
USAR	879	4%	6,274	± 853	1%		± 1%
USNR	587	3%	3,387	± 565	0%		± 1%
USMCR	184	1%	1,692	± 417	0%		± 1%
ANG	539	2%	2,251	± 124	0%		± 1%
USAFR	618	3%	2,596	± 687	0%		± 1%
Enlisted	2,202	10%	19,731	± 1,977	2%		± 1%
Officers	1,276	6%	4,128	± 395	1%		± 1%
NHPI	787	4%	5,563	± 1,155	1%		± 1%
ARNG	79	0%	2,224	± 1,044	0%		± 1%
USAR	370	2%	1,545	± 183	0%		± 1%
USNR	39	0%	313	± 230	0%		± 1%
USMCR	7	0%	46	± 39	0%		± 1%
ANG	164	1%	898	± 387	0%		± 1%
USAFR	128	1%	537	± 107	0%		± 1%
Enlisted	669	3%	5,013	± 1,140	1%		± 1%
Officers	118	1%	550	± 190	0%		± 1%
TWO OR MORE RACES	1,158	5%	16,757	± 2,809	2%		± 1%
ARNG	181	1%	7,043	± 2,108	1%		± 1%
USAR	186	1%	3,320	± 1,324	0%		± 1%
USNR	191	1%	1,134	± 346	0%		± 1%
USMCR	44	0%	520	± 315	0%		± 1%
ANG	334	2%	2,430	± 892	0%		± 1%
USAFR	222	1%	2,310	± 825	0%		± 1%
Enlisted	863	4%	14,438	± 2,768	2%		± 1%
Officers	295	1%	2,320	± 480	0%		± 1%
USCGR	937	100%	7,677	± 101	100%		± 1%
White	638	68%	6,026	± 110	78%		± 1%
Black	50	5%	371	± 87	5%		± 1%
Hispanic	88	9%	726	± 113	9%		± 1%
Other Race/Ethnicity	158	17%	529	± 87	7%		± 1%
Enlisted	651	69%	6,303	± 144	82%		± 1%
E1 – E4	204	22%	2,819	± 149	37%		± 1%
E5 – E9	447	48%	3,484	± 136	45%		± 1%
Officers	286	31%	1,374	± 110	18%		± 1%

Not all questions will apply to every respondent. Respondents to the paper version of the survey are instructed to skip questions that do not apply to them (based on their answers to previous questions). Where possible, the Web survey is programmed to skip respondents over questions that do not apply to them. For example, Q12 (Is your spouse/significant other Spanish/Hispanic/Latino?) does not apply to those who marked in Q11 that they were not married and did not have a girlfriend/boyfriend. The table note for this question indicates, “Percent responding are Reserve component members who answered the question and who were married, separated, or had a spouse/significant other (Q11).”

The survey does not always skip questions that do not apply to the respondents. In the tabulations, *Does not apply* responses are typically included in the percentages in the *Percent Responding* column. For example, the subitems comprising Q63 asked Reserve component members where or when the race/ethnic-related behaviors they reported in an earlier question had occurred, for example, while they were deployed, or at their civilian job. Survey participants could indicate that the subitem does not apply because they had not been deployed or did not have a civilian job, etc. In other cases, the *Does not apply* response is tabulated separately. For example, Q71 asked Reserve component members to indicate if their complaint regarding their experience of race/ethnic-related behaviors was found to be true. Responses of *Does not apply, the action is still being processed* are tabulated separately.

Not every survey question is tabulated. Q7 and Q48 are open-ended survey questions. Q7 asked Reserve component members to specify their ancestry or ethnic origin. Since it is not feasible to tabulate the wide range of responses, Q7 is not tabulated. Similarly, Q48 asked Reserve component members to specify other negative, race/ethnic-related experiences they had during the 12 months prior to taking the survey. In this situation, Q48 is tabulated to indicate the percentage of respondents who reported they had other negative, race/ethnic-related experiences. However, open-ended responses are omitted from the tabulations.

### ***Paper and Web Survey Comparability***

On rare occasion, the paper and Web versions of the survey differ. These differences result from the technological advantages and requirements available in a Web-based survey. Question stems differ slightly between the paper and Web versions of the survey. On the paper version, question stems will refer to specific survey items, whereas questions on the Web version are not numbered. For example, the question text of Q55 begins, “Based on your responses to Questions 53-54...” On the Web version of the survey, the question text varies slightly: “Based on your responses to the previous questions...”

In addition to minor variations in the question text between the paper and Web versions of the survey, the survey response options may also differ at times. A difference between the surveys is the use of the *Does not apply* response option in the paper version that is unnecessary in the Web version due to “smart skip” technology. For example, Q55 in the paper version (“Based on your responses to Questions 53-54, would you say that the experiences you reported happening are racial/ethnic harassment or discrimination?”) includes a *Does not apply* response option for

respondents to mark if they had not earlier reported any such experiences. For the Web version, respondents who had not reported experiencing any of the items listed in Questions 53 or 54 were automatically skipped over Q55 as well as the subsequent questions in that section of the survey.

In constructing the dataset that combines the paper and Web respondents, the Web version of questions was typically used. The responses to the paper-and-pencil version of the questions were recoded to comply. Exceptions may occur when the tabulation of a survey item would benefit from presenting responses in a manner representative of the total population, as opposed to only the applicable population, with respondents who were skipped over the question coded to force their inclusion.

### ***Combining Information From Multiple Items***

Tabulations in this volume generally present data for individual survey questions. There are four exceptions. The first type of exception is where the results for multiple items are presented on a single set of pages.

- In Q22 subitems a-f, Reserve component members are asked whether they would recommend military service to a friend who is White, Black or African American, American Indian or Alaska Native, Asian, Native Hawaiian or other Pacific Islander, or Spanish/Hispanic/Latino. The tabulations for this question show, for each race/ethnic category, the percentage of Reserve component members who marked Yes, indicating they would recommend military service to a friend in that category.

The second exception is where Reserve component members can provide multiple answers to a single question (e.g., race).

- In Q5, respondents are asked to mark one or more races with which they identify. The tabulations show the percentage who responded that they are White, Black, American Indian/Alaska Native, Asian, and/or Native Hawaiian/Other Pacific Islander. Respondents who indicated more than one race are also shown in the percentage of More Than One Race Marked. For example, if a respondent indicated they were Asian and White, they were counted in the percentage as Asian, White, and More Than One Race Marked.

The third exception pertains to the composite measures (e.g., scales, indices and summary variables) described below. Typically, individual items from a composite measure are presented first, then the composite measure is presented. Where applicable, Cronbach's coefficient alpha, a measure of scale reliability, is provided in the table notes. For details of the psychometric analyses used to confirm the properties of the measures and more detailed discussion of the creation of composite measures, please see Larsen, S.E., Ormerod, A.J., Nye, C. D., Matos, K. (2008).

- *Organizational Commitment*: Three measures of organizational commitment (Q21) are presented. *Affective Commitment* can be defined as an emotional attachment to, an identification with, and an involvement in an organization (Q21a, b, d, g, h, k). *Continuance Commitment* can be defined as attachment

based on the perceived costs of leaving an organization (Q21e and j).

*Normative Commitment* can be defined as a sense of obligation to remain in an organization (Q21c, f, i). In the tabulations, individual items in this measure are presented first; after the individual items, there are three sets of tabulation pages that show composite measure results. Lower scores on these measures indicate less organizational commitment, whereas higher scores represent more commitment.

- *Supervisor Satisfaction:* The composite measure includes survey items on Reserve component members' agreement that his/her supervisor can be trusted, treats all assigned people fairly, has very little conflict with people who report to him/her, evaluates performance fairly, makes work assignments fairly, and gives satisfactory direction (Q40a-f). A higher score indicates the Reserve component member more strongly agreed with positive statements about his/her supervisor (i.e., was more satisfied).
- *Coworker Satisfaction:* The composite measure includes survey items on Reserve component members' agreement with statements about the amount of conflict among coworkers, coworker work effort, work group compatibility, helpfulness coworkers, and relationships with coworkers (Q44a-e). A higher scale score indicates the Reserve component member more strongly agreed with positive statements about his/her coworkers (i.e., was more satisfied).
- *Work Satisfaction:* The composite measure includes survey items on sense of pride, use of skills, work enjoyment, and the opportunity to acquire valuable skills (Q45a-d). A higher scale score indicates the Reserve component member more strongly agreed with positive statements about his/her work (i.e., was more satisfied).
- *Unit Cohesion:* The composite measure includes survey items pertaining to affective ties within a small group that sustain commitment to their peers, their unit and their mission (Q48a-d). A higher score indicates greater perceived unit cohesion. For additional information on the *Unit Cohesion* scale constructed from these items, please see Siebold & Lindsay (1999).
- *General Health:* Reserve component members' perceptions of their general health were assessed by the *General Health* scale. The four scale items (Q49a-d) were taken from the general health perceptions subscale on the Short-Form Health Survey (SF-36) of the *Medical Outcomes Study* questionnaire (Ware & Sherbourne, 1992). For the purposes of this report, Q49b and c were reverse-coded. A high scale score indicates that the Reserve component member considers him/herself to be in good health.
- *Physical Health:* Reserve component members' perceptions of their physical health were assessed by the *Physical Health* scale. The four scale items (Q50a-d) are based on the RAND-36. It can be found in the Medical Outcomes Study questionnaire (SF-36; Ware & Sherbourne, 1992)<sup>10</sup> which is derived from

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<sup>10</sup> The original instrument included a mid-point response option of "don't know."



work by the Rand Corporation. For the purposes of this report, Q50a-d were reverse-coded. A high scale score indicates that the Reserve component member considers him/herself to be in good physical health.

- *Perceived Stress*: To evaluate personal stress levels, Reserve component members were asked about their emotional experiences/reactions in the month prior to taking the survey (Q52a-j). The measure of perceived stress is a 10-item version of the *Perceived Stress Scale*® (Cohen, Kamarck, & Mermelstein, 1983; Cohen & Williamson, 1988). Items were scored 0 to 4. For the purposes of this report, Q52d, e, g, and h were reverse-coded. Scores are reported as a single figure, which is the sum of the individual scores (range 0 to 40). Higher scores indicate greater perceived stress.

The fourth exception pertains to the composite measures constructed specifically to report incident rates for racial/ethnic harassment or discrimination. The 2007 WEOR incident rates report the percentage of Reserve component members who indicated experiencing at least one of the 48 racial/ethnic-related behaviors during the 12 months preceding the survey administration (Q53, Q54, Q75), AND who indicated a belief that what they had experienced constituted racial/ethnic harassment or discrimination (Q55 and Q76).<sup>11</sup>

- The *Harassment/Discrimination in the DoD Community* incident rate is a summary indicator reflecting whether Reserve component members indicated they experienced race/ethnicity-related insensitivity, threats, actual harm, or discrimination from another military member or a DoD civilian (Q53a-n, Q54a-n, Q55).<sup>12</sup> Rates were similarly constructed for subcategories of the overall incident rate to include *Offensive Encounters With Military Personnel, DoD/Service Employees and/or Contractors* (Q53a-j, Q55), *Harm or Threat of Harm From Military Personnel, DoD/Service Employees and/or Contractors* (Q53k-n, Q55), *Assignment/Career Discrimination* (Q54e, Q54j-n, Q54q, Q55), *Evaluation Discrimination* (Q54a-d, Q55), *Training/Test Scores Discrimination* (Q54f-i, Q55), and *Undue Punishment* (Q54o-p, Q55).
  - *Offensive Encounters With Military Personnel, DoD/Service Employees and/or Contractors* includes situations in which Reserve component members believed other DoD personnel engaged in racially/ethnically insensitive behavior that caused them discomfort or was insulting.
  - *Harm or Threat of Harm From Military Personnel, DoD/Service Employees and/or Contractors* includes perceptions of threat, vandalism, and assault stemming from Reserve component members' race/ethnicity and caused by DoD personnel.

<sup>11</sup> A Reserve component member is included in an incident rate if he or she endorsed one survey item, more than one survey item, or all survey items included in that rate. That is, a member is counted in incident rate only once regardless of the number of items he or she endorsed.

<sup>12</sup> For the individual Q54 items, only responses of "yes, and my race/ethnicity was a factor" were counted.

- *Assignment/Career Discrimination* reflects the extent to which Reserve component members believe an aspect of their current assignment or career progression was hampered because of their race/ethnicity.
- *Evaluation Discrimination* reflects Reserve component members' perceptions that race/ethnicity influenced some aspect of their performance evaluation.
- *Training/Test Scores Discrimination* concerns the extent to which Reserve component members believed their race/ethnicity influenced the availability of training and the assignment of training scores/grades.
- *Undue Punishment* reflects Reserve component members' perceptions that race/ethnicity influenced whether and how they were punished.
- The *Harassment/Discrimination in the Civilian Community* incident rate is a summary indicator reflecting whether Reserve component members indicated they experienced race/ethnicity-related insensitivity, threats, actual harm, or discrimination from civilians in the community near an installation (Q75a-n, Q76). Rates are also presented for the subcategories of the overall incident rate to include *Offensive Encounters With Civilians Around an Installation* (Q75a-j, Q76) and *Harm or Threat of Harm From Civilians Around an Installation* (Q75k-n, Q76).
  - *Offensive Encounters With Civilians Around an Installation* includes situations in which Reserve component members indicated that civilians in the community engaged in racially/ethnically insensitive behavior that caused them discomfort or was insulting.
  - *Harm or Threat of Harm From Civilians Around an Installation* includes perceptions of threat, vandalism, and assault stemming from Reserve component members' race/ethnicity and caused by a civilian in the community near the installation.
- *Summary Measure of Race/Ethnic-Related Harassment and Discrimination Experiences*: To summarize experiences of varying types of harassment and discrimination behaviors, combinations of the incident rates described above are tabulated on a single set of pages. Rates are presented for the following four categories: 1) an incident experienced by the Reserve component member involving DoD personnel (*Experiences of Harassment/Discrimination in the DoD Community*), 2) an incident experienced by the Reserve component member involving the local civilians (*Experiences of Harassment/Discrimination in the Civilian Community*), 3) an incident experienced by the Reserve component member, involving either DoD personnel or local civilians (*Experiences of Harassment/Discrimination in the DoD Community and in the Civilian Community*), and 4) no incident experienced by the Reserve component member (*Did Not Experience Any Racial/Ethnic Harassment or Discrimination*).

- *Organizational Affiliation:* In Q66a-g, Reserve component members were asked to identify whether the offenders in the race/ethnic-related situation that bothered them most were military members (Q66a-e) and/or civilians (Q66f-g). Q66a-g were collapsed into three categories, indicating whether the person(s) involved were military personnel only, civilian personnel only, or both military and civilian personnel.

### **Margins of Error**

The complex sample design required weighting to produce population estimates, (e.g., percent female).<sup>13</sup> Because of the weighting, conventional formulas for calculating the margin of error will overstate the reliability of the estimate. For this report, variance estimates were calculated using SUDAAN<sup>®</sup> PROC DESCRIPT, (Research Triangle Institute, Inc., 2004).

By definition, sample surveys are subject to sampling error. Standard errors are estimates of the variance around population parameters (such as percentages or means) and are used to construct margins of error (i.e., confidence interval half-widths). Percentages and means in these tabulations are reported with margins of error based on 95% confidence intervals. In order to compress the data display, only the maximum margin of error (Max ME) for each reporting category is shown. That is, the tab volume shows only the largest margin of error for the percentages or means in each row. For each average shown in these tabulations, its margin of error is also printed.

The following reporting conventions are used:

- “0” indicates that no one in any reporting group selected the response option,
- NR indicates the estimate is *Not Reportable* and is suppressed because of low reliability. Estimates of low reliability are suppressed based on criteria defined in terms of nominal sample size (less than 5), effective sample size (less than 15), or relative standard error (greater than 0.225),
- NA indicates the question was *Not Applicable* because the question did not apply to respondents in the reporting category based on answers to previous questions,
- no Max ME is printed when all percentages in the row are shown as NR,
- no margin of error is printed for an average when it is shown as NR.

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<sup>13</sup> This differential weighting means that only certain statistical software procedures, such as SUDAAN<sup>®</sup> PROC DESCRIPT, correctly calculate standard errors, variances, or tests of statistical significance for stratified samples.

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## **Tabulation of Responses**

**1. Of which Reserve component were you a member on August 27, 2007?**

- |                         |                         |                      |
|-------------------------|-------------------------|----------------------|
| 1. Army National Guard  | 2. Army Reserve         | 3. Navy Reserve      |
| 4. Marine Corps Reserve | 5. Air National Guard   | 6. Air Force Reserve |
| 7. Coast Guard Reserve  | 8. No Reserve component |                      |

	Percent Responding		Percentages								Max ME
			1	2	3	4	5	6	7	8	
TOTAL DOD	100	±1	42	23	8	5	13	9	0	0°	±1
ARNG	100	±1	100	0	0	0	0	0	0	0°	±0
USAR	100	±1	0	100	0	0	0	0	0	0°	±0
USNR	100	±1	0	0	100	0	0	0	0	0°	±0
USMCR	99	±1	0	0	0	100	0	0	0	0°	±0
ANG	100	±1	0	0	0	0	100	0	0	0°	±0
USAFR	100	±1	0	0	0	0	0	100	0	0°	±0
Enlisted	100	±1	45	22	7	5	13	8	0	0°	±1
E1 – E4	100	±1	54	21	5	8	7	4	0	0°	±1
E5 – E9	100	±1	37	23	9	2	18	11	0	0°	±1
Officers	100	±1	31	30	12	3	11	13	0	0°	±1
O1 – O3	100	±0	41	30	8	1	11	9	0	0°	±2
O4 – O6	100	±1	18	30	17	4	13	18	0	0°	±2
Male	100	±1	44	22	8	5	13	8	0	0°	±1
Female	100	±1	34	30	9	2	13	12	0	0°	±1
AGR/FTS/AR	100	±1	38	23	12	3	20	4	0	0°	±4
Other Selected Reserve	100	±1	43	23	8	5	12	9	0	0°	±1
Reserve Unit	100	±1	44	23	8	5	13	8	0	0°	±1
Military Technician	100	±0	42	11	0	0	33	14	0	0°	±5
IMA	100	±1	0	23	1	14	0	62	0	0°	±4
Not Activated Past 12 Months	100	±1	39	23	10	5	13	10	0	0°	±2
Activated Past 12 Months	100	±1	45	23	5	5	15	7	0	0°	±4
Not Deployed Past 12 Months	100	±1	42	23	9	5	12	10	0	0°	±1
Deployed Past 12 Months	100	±1	45	24	6	4	15	6	0	0°	±3
Deployed OIF/OEF	100	±1	44	26	6	5	13	6	0	0°	±3
WHITE	100	±1	45	20	7	5	15	9	0	0°	±1
ARNG	100	±1	100	0	0	0	0	0	0	0°	±0
USAR	100	±1	0	100	0	0	0	0	0	0°	±0
USNR	100	±0	0	0	100	0	0	0	0	0°	±0
USMCR	99	±2	0	0	0	100	0	0	0	0°	±0
ANG	100	±0	0	0	0	0	100	0	0	0°	±0
USAFR	100	±0	0	0	0	0	0	100	0	0°	±0
Enlisted	100	±1	47	18	6	5	16	8	0	0°	±1
E1 – E4	100	±1	59	17	3	9	8	4	0	0°	±2
E5 – E9	100	±1	39	19	8	2	21	10	0	0°	±2
Officers	100	±1	32	26	13	3	12	14	0	0°	±2
BLACK	100	±1	37	36	8	3	8	9	0	0°	±1
ARNG	100	±1	100	0	0	0	0	0	0	0°	±0
USAR	100	±1	0	100	0	0	0	0	0	0°	±0
USNR	100	±1	0	0	100	0	0	0	0	0°	±0
USMCR	100	±0	0	0	0	100	0	0	0	0°	±0
ANG	100	±0	0	0	0	0	100	0	0	0°	±0
USAFR	100	±1	0	0	0	0	0	100	0	0°	±0
Enlisted	100	±1	38	35	8	3	8	9	0	0°	±2
E1 – E4	100	±1	47	33	6	4	4	6	0	0°	±3
E5 – E9	100	±1	32	36	9	2	10	11	0	0°	±2
Officers	100	±1	25	50	7	2	6	10	0	0°	±2

Note. Percent responding are Reserve component members who answered the question. Respondents not in a Reserve Component on August 27, 2007, are excluded from this report (Q1).

° Response option never endorsed.

## 2007 Workplace and Equal Opportunity Survey of Reserve Component Members

1. Continued	Percent Responding		Percentages								Max ME
			1	2	3	4	5	6	7	8	
HISPANIC	100	±1	38	28	10	7	8	8	0	0°	±3
ARNG	100	±1	100	0	0	0	0	0	0	0°	±0
USAR	100	±1	0	100	0	0	0	0	0	0°	±0
USNR	100	±1	0	0	100	0	0	0	0	0°	±0
USMCR	100	±1	0	0	0	100	0	0	0	0°	±0
ANG	100	±0	0	0	0	0	100	0	0	0°	±0
USAFR	100	±0	0	0	0	0	0	100	0	0°	±0
Enlisted	100	±1	39	27	10	7	9	7	0	0°	±3
E1 – E4	100	±1	45	28	8	11	4	4	0	0°	±5
E5 – E9	100	±1	34	27	12	4	12	10	0	0°	±4
Officers	99	±2	29	39	10	3	8	11	0	0°	±4
AIAN	100	±1	54	21	8	2	12	3	0	0°	±11
ARNG	100	±0	100	0	0	0	0	0	0	0°	±0
USAR	100	±1	0	100	0	0	0	0	0	0°	±0
USNR	100	±0	0	0	100	0	0	0	0	0°	±0
ANG	100	±0	0	0	0	0	100	0	0	0°	±0
USAFR	100	±0	0	0	0	0	0	100	0	0°	±0
Enlisted	100	±1	56	21	7	3	12	2	0	0°	±12
Officers	100	±0	31	23	19	1	12	14	0	0°	±17
ASIAN	100	±1	32	26	14	7	9	11	0	0°	±5
ARNG	100	±1	100	0	0	0	0	0	0	0°	±0
USAR	100	±0	0	100	0	0	0	0	0	0°	±0
USNR	100	±0	0	0	100	0	0	0	0	0°	±0
USMCR	100	±0	0	0	0	100	0	0	0	0°	±0
ANG	100	±1	0	0	0	0	100	0	0	0°	±0
USAFR	100	±0	0	0	0	0	0	100	0	0°	±0
Enlisted	100	±1	34	25	13	8	10	10	0	0°	±6
Officers	100	±0	22	35	18	2	7	17	0	0°	±5
NHPI	100	±1	40	28	6	1	16	10	0	0°	±13
ARNG	100	±0	NR	NR	NR	NR	NR	NR	NR	0°	±0
USAR	100	±1	0	100	0	0	0	0	0	0°	±0
USNR	100	±0	NR	NR	NR	NR	NR	NR	NR	0°	±0
ANG	100	±0	0	0	0	0	100	0	0	0°	±0
USAFR	100	±0	0	0	0	0	0	100	0	0°	±0
Enlisted	100	±1	40	28	6	1	16	10	0	0°	±14
Officers	100	±0	NR	28	5	0	NR	8	0	0°	±12
TWO OR MORE RACES	100	±1	42	20	7	3	14	14	0	0°	±9
ARNG	100	±0	100	0	0	0	0	0	0	0°	±0
USAR	100	±0	0	100	0	0	0	0	0	0°	±0
USNR	100	±1	0	0	100	0	0	0	0	0°	±0
USMCR	100	±0	NR	NR	NR	NR	NR	NR	NR	0°	±0
ANG	100	±1	0	0	0	0	100	0	0	0°	±0
USAFR	100	±1	0	0	0	0	0	100	0	0°	±0
Enlisted	100	±1	44	18	6	3	14	14	0	0°	±10
Officers	100	±0	30	30	9	1	15	14	0	0°	±12
USCGR	100	±1	0	0	0	0	0	0	100	0°	±0
White	100	±1	0	0	0	0	0	0	100	0°	±0
Black	98	±5	NR	NR	NR	NR	NR	NR	NR	0°	±0
Hispanic	100	±0	NR	NR	NR	NR	NR	NR	NR	0°	±0
Other Race/Ethnicity	99	±3	0	0	0	0	0	0	100	0°	±0
Enlisted	100	±1	0	0	0	0	0	0	100	0°	±0
E1 – E4	100	±0	0	0	0	0	0	0	100	0°	±0
E5 – E9	100	±1	0	0	0	0	0	0	100	0°	±0
Officers	99	±2	0	0	0	0	0	0	100	0°	±0

NR: Not reportable

° Response option never endorsed.

## 2. Are you...?

1. Male

2. Female

	Percent Responding		Percentages		Max ME
			1	2	
TOTAL DOD	100	±1	82	18	±1
ARNG	100	±1	86	14	±1
USAR	99	±1	77	23	±1
USNR	99	±1	80	20	±2
USMCR	99	±2	94	6	±3
ANG	100	±1	82	18	±2
USAFR	100	±1	75	25	±2
Enlisted	99	±1	82	18	±1
E1 – E4	99	±1	81	19	±1
E5 – E9	100	±1	84	16	±1
Officers	100	±1	82	18	±1
O1 – O3	100	±1	81	19	±2
O4 – O6	100	±1	82	18	±2
Male	100	±1	100	0	±0
Female	99	±1	0	100	±0
AGR/FTS/AR	100	±1	79	21	±3
Other Selected Reserve	99	±1	83	17	±1
Reserve Unit	99	±1	83	17	±1
Military Technician	100	±1	83	17	±4
IMA	99	±2	75	25	±5
Not Activated Past 12 Months	99	±1	81	19	±1
Activated Past 12 Months	99	±1	86	14	±2
Not Deployed Past 12 Months	100	±1	81	19	±1
Deployed Past 12 Months	99	±1	87	13	±2
Deployed OIF/OEF	99	±1	88	12	±2
WHITE	100	±1	85	15	±1
ARNG	99	±1	88	12	±1
USAR	100	±1	82	18	±2
USNR	99	±1	83	17	±2
USMCR	98	±2	94	6	±4
ANG	100	±1	83	17	±2
USAFR	100	±1	78	22	±3
Enlisted	100	±1	85	15	±1
E1 – E4	99	±1	84	16	±2
E5 – E9	100	±1	86	14	±2
Officers	100	±1	84	16	±1
BLACK	99	±1	70	30	±1
ARNG	99	±1	75	25	±2
USAR	99	±1	64	36	±2
USNR	98	±4	71	29	±2
USMCR	99	±2	90	10	±7
ANG	100	±1	69	31	±2
USAFR	100	±1	64	36	±2
Enlisted	99	±1	70	30	±1
E1 – E4	99	±1	66	34	±2
E5 – E9	99	±1	72	28	±2
Officers	99	±1	68	32	±2

Note. Percent responding are Reserve component members who answered the question.



2. Continued	Percent Responding		Percentages		Max ME
			1	2	
HISPANIC	99	±1	83	17	±2
ARNG	100	±1	88	12	±3
USAR	98	±2	78	22	±3
USNR	100	±1	81	19	±4
USMCR	99	±1	92	8	±6
ANG	100	±1	82	18	±5
USAFR	100	±1	75	25	±7
Enlisted	99	±1	84	16	±2
E1 – E4	99	±1	83	17	±3
E5 – E9	99	±1	84	16	±3
Officers	100	±1	80	20	±4
AIAN	100	±1	80	20	±8
ARNG	100	±1	81	19	±13
USAR	100	±1	NR	NR	
USNR	99	±1	80	20	±13
ANG	100	±0	89	11	±10
USAFR	100	±0	71	29	±13
Enlisted	100	±1	80	20	±9
Officers	100	±1	81	19	±10
ASIAN	100	±1	81	19	±4
ARNG	100	±0	79	21	±11
USAR	99	±1	81	19	±4
USNR	100	±1	76	24	±9
USMCR	99	±2	98	2	±3
ANG	100	±1	80	20	±3
USAFR	100	±1	81	19	±7
Enlisted	100	±1	81	19	±5
Officers	100	±1	79	21	±5
NHPI	100	±1	78	22	±9
ARNG	100	±0	NR	NR	
USAR	100	±0	72	28	±7
USNR	98	±3	NR	NR	
ANG	100	±1	80	20	±13
USAFR	100	±0	70	30	±10
Enlisted	100	±1	77	23	±10
Officers	100	±0	85	15	±8
TWO OR MORE RACES	100	±1	78	22	±7
ARNG	100	±0	85	15	±12
USAR	100	±0	NR	NR	
USNR	100	±0	72	28	±12
USMCR	99	±2	95	5	±8
ANG	100	±0	82	18	±9
USAFR	100	±1	75	25	±16
Enlisted	100	±1	78	22	±8
Officers	100	±0	80	20	±9
USCGR	99	±1	85	15	±2
White	98	±2	85	15	±1
Black	100	±0	76	24	±14
Hispanic	100	±0	86	14	±9
Other Race/Ethnicity	99	±1	87	13	±6
Enlisted	99	±2	87	13	±2
E1 – E4	99	±2	88	12	±4
E5 – E9	99	±2	86	14	±3
Officers	99	±2	78	22	±5

NR: Not reportable

**3. What is your current paygrade?**1. E1-E4  
4. O1-O32. E5-E9  
5. O4-O6

3. W1-W5
















































	Percent Responding		Percentages					Max ME
			1	2	3	4	5	
TOTAL DOD	100	±1	36	48	1	6	8	±1
ARNG	100	±1	47	42	2	6	4	±2
USAR	100	±1	34	47	2	7	11	±2
USNR	100	±1	21	55	0	5	18	±2
USMCR	100	±1	67	25	1	1	7	±3
ANG	100	±1	20	67	0	5	8	±2
USAFR	100	±1	18	59	0	6	17	±2
Enlisted	100	±1	43	57	0	0	0	±1
E1 – E4	100	±1	100	0	0	0	0	±0
E5 – E9	100	±1	0	100	0	0	0	±0
Officers	100	±1	0	0	8	37	54	±2
O1 – O3	100	±1	0	0	0	100	0	±0
O4 – O6	100	±1	0	0	0	0	100	±0
Male	100	±1	36	49	1	6	8	±1
Female	100	±1	39	45	1	6	9	±2
AGR/FTS/AR	100	±1	5	78	2	4	11	±3
Other Selected Reserve	100	±1	39	46	1	6	8	±1
Reserve Unit	100	±1	40	46	1	6	7	±1
Military Technician	100	±1	20	69	3	3	5	±4
IMA	100	±1	1	36	1	11	51	±5
Not Activated Past 12 Months	100	±1	36	48	1	6	9	±2
Activated Past 12 Months	100	±1	39	46	1	6	8	±4
Not Deployed Past 12 Months	100	±1	39	46	1	6	8	±2
Deployed Past 12 Months	100	±1	30	55	2	6	8	±3
Deployed OIF/OEF	100	±1	28	56	2	6	9	±3
WHITE	100	±1	35	47	2	6	10	±1
ARNG	100	±1	46	41	2	6	4	±2
USAR	100	±0	31	46	2	8	14	±3
USNR	100	±0	15	54	1	6	24	±3
USMCR	100	±1	68	21	1	2	8	±4
ANG	100	±0	19	66	0	5	9	±3
USAFR	100	±1	15	57	0	7	21	±3
Enlisted	100	±1	43	57	0	0	0	±2
E1 – E4	100	±1	100	0	0	0	0	±0
E5 – E9	100	±1	0	100	0	0	0	±0
Officers	100	±0	0	0	9	34	57	±2
BLACK	100	±1	35	54	1	4	5	±2
ARNG	99	±1	45	48	1	4	2	±3
USAR	100	±1	32	54	1	6	7	±3
USNR	100	±1	29	61	0	3	6	±4
USMCR	100	±0	51	41	1	2	5	±7
ANG	100	±1	20	72	0	3	5	±2
USAFR	100	±1	24	66	0	4	7	±2
Enlisted	100	±1	40	60	0	0	0	±2
E1 – E4	100	±1	100	0	0	0	0	±0
E5 – E9	100	±1	0	100	0	0	0	±0
Officers	100	±1	0	0	7	44	49	±3

Note. Percent responding are Reserve component members who answered the question.

3. Continued	Percent Responding		Percentages					Max ME
			1	2	3	4	5	
HISPANIC	100	±1	41	50	1	4	4	±3
ARNG	100	±0	48	45	1	4	2	±5
USAR	100	±1	40	47	1	6	6	±5
USNR	100	±1	31	60	0	3	6	±7
USMCR	100	±1	67	29	0	1	3	±6
ANG	100	±0	19	73	0	3	5	±6
USAFR	100	±1	23	65	0	5	8	±9
Enlisted	100	±1	45	55	0	0	0	±3
E1 – E4	100	±1	100	0	0	0	0	±0
E5 – E9	100	±1	0	100	0	0	0	±0
Officers	99	±2	0	0	8	48	44	±4
AIAN	100	±1	42	49	1	4	5	±11
ARNG	100	±1	49	46	2	3	1	±16
USAR	100	±0	NR	NR	1	5	5	±6
USNR	100	±0	17	NR	0	2	NR	±13
ANG	100	±0	6	NR	0	2	NR	±7
USAFR	100	±0	16	46	0	NR	NR	±16
Enlisted	100	±1	46	54	0	0	0	±12
Officers	100	±0	0	0	11	38	51	±14
ASIAN	100	±1	41	41	1	8	8	±5
ARNG	100	±0	51	38	2	8	2	±11
USAR	100	±1	40	37	1	10	12	±8
USNR	100	±1	33	45	0	7	14	±9
USMCR	100	±0	74	21	0	1	4	±9
ANG	100	±1	23	64	0	7	6	±4
USAFR	100	±0	22	52	0	12	15	±14
Enlisted	100	±1	50	50	0	0	0	±6
Officers	100	±0	0	0	5	47	48	±5
NHPI	100	±1	37	53	0	5	5	±12
ARNG	100	±0	NR	NR	0	6	3	±9
USAR	100	±1	34	57	0	5	4	±7
USNR	100	±0	NR	NR	NR	NR	4	±10
ANG	100	±0	13	75	0	2	NR	±18
USAFR	100	±0	18	74	0	3	5	±9
Enlisted	100	±1	41	59	0	0	0	±13
Officers	100	±0	0	0	3	NR	NR	±4
TWO OR MORE RACES	98	±3	43	43	1	7	6	±9
ARNG	96	±7	45	44	2	7	1	±16
USAR	100	±0	NR	NR	1	11	9	±9
USNR	100	±0	32	NR	0	5	14	±14
USMCR	100	±0	NR	NR	NR	1	4	±6
ANG	100	±0	30	NR	0	7	7	±18
USAFR	100	±1	24	62	0	3	11	±16
Enlisted	98	±4	50	50	0	0	0	±10
Officers	100	±0	0	0	6	51	44	±11
USCGR	100	±1	37	45	2	9	7	±2
White	100	±0	39	43	2	8	8	±2
Black	98	±5	22	50	NR	15	11	±16
Hispanic	100	±0	24	64	1	8	3	±12
Other Race/Ethnicity	100	±0	40	41	2	10	6	±10
Enlisted	100	±1	45	55	0	0	0	±3
E1 – E4	100	±0	100	0	0	0	0	±0
E5 – E9	100	±1	0	100	0	0	0	±0
Officers	100	±0	0	0	13	48	40	±7

NR: Not reportable

## 4. Are you Spanish/Hispanic/Latino?

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
TOTAL DOD	99	±1	12	±1	
ARNG	99	±1	10	±1	
USAR	100	±1	14	±2	
USNR	99	±1	15	±2	
USMCR	100	±1	17	±3	
ANG	100	±1	7	±2	
USAFR	100	±1	10	±2	
Enlisted	99	±1	12	±1	
E1 – E4	99	±1	13	±2	
E5 – E9	99	±1	12	±1	
Officers	100	±1	7	±1	
O1 – O3	99	±1	9	±2	
O4 – O6	100	±1	6	±1	
Male	99	±1	12	±1	
Female	100	±1	11	±1	
AGR/FTS/AR	100	±1	9	±2	
Other Selected Reserve	99	±1	12	±1	
Reserve Unit	99	±1	12	±1	
Military Technician	100	±1	10	±3	
IMA	99	±2	8	±2	
Not Activated Past 12 Months	99	±1	11	±1	
Activated Past 12 Months	100	±1	12	±2	
Not Deployed Past 12 Months	100	±1	11	±1	
Deployed Past 12 Months	99	±1	12	±2	
Deployed OIF/OEF	99	±1	12	±2	
WHITE	100	±1	0	±0	
ARNG	99	±1	0	±0	
USAR	100	±1	0	±0	
USNR	100	±1	0	±0	
USMCR	99	±1	0	±0	
ANG	100	±1	0	±0	
USAFR	100	±1	0	±0	
Enlisted	100	±1	0	±0	
E1 – E4	99	±1	0	±0	
E5 – E9	100	±1	0	±0	
Officers	100	±1	0	±0	
BLACK	99	±1	0	±0	
ARNG	98	±1	0	±0	
USAR	99	±1	0	±0	
USNR	99	±1	0	±0	
USMCR	100	±1	0	±0	
ANG	99	±1	0	±0	
USAFR	99	±1	0	±0	
Enlisted	99	±1	0	±0	
E1 – E4	100	±1	0	±0	
E5 – E9	98	±1	0	±0	
Officers	99	±1	0	±0	

Note. Percent responding are Reserve component members who answered the question.

4. Continued	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
HISPANIC	100	±1	100	±0	
ARNG	100	±1	100	±0	
USAR	100	±0	100	±0	
USNR	99	±1	100	±0	
USMCR	100	±1	100	±0	
ANG	100	±1	100	±0	
USAFR	100	±1	100	±0	
Enlisted	100	±1	100	±0	
E1 – E4	100	±0	100	±0	
E5 – E9	100	±1	100	±0	
Officers	100	±1	100	±0	
AIAN	100	±1	0	±0	
ARNG	99	±1	0	±0	
USAR	100	±0	0	±0	
USNR	100	±1	0	±0	
ANG	100	±1	0	±0	
USAFR	100	±0	0	±0	
Enlisted	100	±1	0	±0	
Officers	100	±0	0	±0	
ASIAN	99	±1	0	±0	
ARNG	98	±1	0	±0	
USAR	99	±1	0	±0	
USNR	99	±1	0	±0	
USMCR	100	±0	0	±0	
ANG	99	±1	0	±0	
USAFR	100	±1	0	±0	
Enlisted	99	±1	0	±0	
Officers	100	±1	0	±0	
NHPI	99	±1	0	±0	
ARNG	100	±1	NR		
USAR	98	±2	0	±0	
USNR	100	±0	NR		
ANG	100	±1	0	±0	
USAFR	100	±0	0	±0	
Enlisted	99	±1	0	±0	
Officers	100	±1	0	±0	
TWO OR MORE RACES	99	±1	0	±0	
ARNG	99	±2	0	±0	
USAR	99	±3	0	±0	
USNR	100	±1	0	±0	
USMCR	100	±0	NR		
ANG	100	±1	0	±0	
USAFR	99	±1	0	±0	
Enlisted	100	±1	0	±0	
Officers	97	±4	0	±0	
USCGR	100	±1	9	±2	
White	100	±0	0	±0	
Black	98	±5	NR		
Hispanic	100	±0	NR		
Other Race/Ethnicity	100	±1	0	±0	
Enlisted	100	±1	10	±2	
E1 – E4	100	±0	6	±4	
E5 – E9	100	±1	13	±3	
Officers	100	±1	7	±5	

NR: Not reportable

**5. What is your race?**

- |  |   |                                     |
|--|---|-------------------------------------|
| 1. White   | 2. Black or African American  | 3. American Indian or Alaska Native |
| 4. Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese) | 5. Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro) | 6. More Than One Race Marked        |

	Percent Responding		Percentages						Max ME
			1	2	3	4	5	6	
TOTAL DOD	97	±1	79	16	3	4	1	3	±1
ARNG	98	±1	82	14	4	3	1	3	±1
USAR	96	±1	70	24	3	4	1	2	±2
USNR	97	±1	77	15	3	6	1	2	±2
USMCR	92	±3	84	9	2	6	0	2	±2
ANG	98	±1	86	9	3	3	1	3	±2
USAFR	98	±1	79	17	4	5	1	4	±2
Enlisted	97	±1	78	17	3	4	1	3	±1
E1 – E4	96	±1	79	16	4	5	1	3	±2
E5 – E9	97	±1	78	17	3	3	1	2	±1
Officers	99	±1	85	10	2	4	1	2	±1
O1 – O3	98	±1	82	13	2	6	1	3	±2
O4 – O6	99	±1	87	9	2	4	1	2	±1
Male	97	±1	82	13	3	4	1	2	±1
Female	97	±1	68	27	4	4	1	3	±2
AGR/FTS/AR	98	±1	77	19	2	3	1	1	±3
Other Selected Reserve	97	±1	79	15	3	4	1	3	±1
Reserve Unit	97	±1	79	15	3	4	1	3	±1
Military Technician	98	±1	85	11	4	3	1	3	±3
IMA	99	±1	85	12	2	4	1	2	±2
Not Activated Past 12 Months	97	±1	80	15	3	4	1	2	±1
Activated Past 12 Months	97	±1	83	12	3	4	1	3	±2
Not Deployed Past 12 Months	97	±1	79	16	3	4	1	3	±1
Deployed Past 12 Months	97	±1	79	15	3	3	1	2	±2
Deployed OIF/OEF	97	±1	79	15	4	3	1	2	±2
WHITE	100	±1	100	0	0	0	0	0	±0
ARNG	99	±1	100	0	0	0	0	0	±0
USAR	100	±1	100	0	0	0	0	0	±0
USNR	100	±1	100	0	0	0	0	0	±0
USMCR	100	±1	100	0	0	0	0	0	±0
ANG	100	±1	100	0	0	0	0	0	±0
USAFR	100	±1	100	0	0	0	0	0	±0
Enlisted	100	±1	100	0	0	0	0	0	±0
E1 – E4	100	±1	100	0	0	0	0	0	±0
E5 – E9	100	±1	100	0	0	0	0	0	±0
Officers	99	±1	100	0	0	0	0	0	±0
BLACK	99	±1	0	100	0	0	0	0	±0
ARNG	100	±1	0	100	0	0	0	0	±0
USAR	99	±1	0	100	0	0	0	0	±0
USNR	99	±1	0	100	0	0	0	0	±0
USMCR	99	±2	0	100	0	0	0	0	±0
ANG	99	±1	0	100	0	0	0	0	±0
USAFR	99	±1	0	100	0	0	0	0	±0
Enlisted	99	±1	0	100	0	0	0	0	±0
E1 – E4	99	±1	0	100	0	0	0	0	±0
E5 – E9	99	±1	0	100	0	0	0	0	±0
Officers	99	±1	0	100	0	0	0	0	±0

Note. Percent responding are Reserve component members who answered the question.

5. Continued	Percent Responding		Percentages						Max ME
			1	2	3	4	5	6	
HISPANIC	80	±3	87	10	5	2	1	5	±3
ARNG	84	±4	88	11	5	1	1	5	±4
USAR	79	±5	83	14	4	4	1	5	±6
USNR	80	±6	89	5	6	2	2	4	±5
USMCR	55	±8	90	6	5	5	1	5	±10
ANG	78	±7	85	6	7	4	1	3	±12
USAFR	86	±4	90	6	7	1	1	6	±11
Enlisted	79	±3	86	10	5	3	1	5	±3
E1 – E4	75	±5	86	12	5	2	1	6	±5
E5 – E9	81	±3	86	9	6	3	1	4	±4
Officers	89	±3	91	7	4	1	0	4	±2
AIAN	100	±1	0	0	100	0	0	0	±0
ARNG	100	±1	0	0	100	0	0	0	±0
USAR	100	±1	0	0	100	0	0	0	±0
USNR	98	±2	0	0	100	0	0	0	±0
ANG	100	±0	0	0	100	0	0	0	±0
USAFR	99	±2	0	0	100	0	0	0	±0
Enlisted	100	±1	0	0	100	0	0	0	±0
Officers	100	±1	0	0	100	0	0	0	±0
ASIAN	100	±1	0	0	0	100	0	0	±0
ARNG	100	±1	0	0	0	100	0	0	±0
USAR	100	±1	0	0	0	100	0	0	±0
USNR	99	±1	0	0	0	100	0	0	±0
USMCR	100	±0	0	0	0	100	0	0	±0
ANG	99	±1	0	0	0	100	0	0	±0
USAFR	100	±1	0	0	0	100	0	0	±0
Enlisted	100	±1	0	0	0	100	0	0	±0
Officers	100	±1	0	0	0	100	0	0	±0
NHPI	100	±1	0	0	0	0	100	0	±0
ARNG	100	±0	NR	NR	NR	NR	NR	NR	
USAR	100	±1	0	0	0	0	100	0	±0
USNR	98	±3	NR	NR	NR	NR	NR	NR	
ANG	100	±0	0	0	0	0	100	0	±0
USAFR	99	±1	0	0	0	0	100	0	±0
Enlisted	100	±1	0	0	0	0	100	0	±0
Officers	100	±0	0	0	0	0	100	0	±0
TWO OR MORE RACES	100	±1	85	29	62	31	9	100	±8
ARNG	100	±0	92	25	62	27	8	100	±15
USAR	100	±0	83	24	NR	NR	10	100	±15
USNR	99	±2	77	32	53	38	12	100	±15
USMCR	100	±0	NR	NR	NR	NR	NR	NR	
ANG	100	±1	82	25	NR	NR	14	100	±13
USAFR	100	±1	77	NR	73	20	6	100	±17
Enlisted	100	±1	84	28	63	29	8	100	±10
Officers	100	±1	86	35	53	42	15	100	±13
USCGR	98	±1	90	5	3	4	1	3	±2
White	100	±1	100	0	0	0	0	0	±0
Black	98	±5	NR	NR	NR	NR	NR	NR	
Hispanic	87	±8	89	3	1	6	4	2	±9
Other Race/Ethnicity	99	±1	33	5	42	44	16	35	±10
Enlisted	98	±2	90	5	3	4	2	3	±2
E1 – E4	98	±2	90	3	3	5	1	2	±4
E5 – E9	98	±2	90	6	3	2	2	3	±3
Officers	99	±1	87	9	3	4	1	3	±5

NR: Not reportable

**7. What is the highest degree or level of school that you have completed?**

1. 12 years or less of school (no diploma)
2. High school graduate--high school diploma or equivalent (e.g., GED)
3. Some college credit, but less than 1 year
4. 1 or more years of college, no degree
5. Associate's degree (for example, AA, AS)
6. Bachelor's degree (for example, BA, AB, BS)
7. Master's, doctoral, or professional school degree (for example, MA, MS, MEng, MBA, MSW, PhD, MD, JD, DVM)

	Percent Responding		Percentages							Max ME
			1	2	3	4	5	6	7	
TOTAL DOD	100	±1	1	15	15	26	13	20	10	±2
ARNG	100	±1	2	22	16	27	12	16	5	±3
USAR	100	±1	1	13	12	25	13	23	13	±3
USNR	100	±1	1	7	11	20	11	28	20	±4
USMCR	100	±1	1	15	19	35	8	16	6	±5
ANG	100	±1	1	8	17	26	16	25	7	±4
USAFR	100	±1	1	6	11	25	15	24	19	±4
Enlisted	100	±1	1	18	17	30	15	15	4	±2
E1 – E4	99	±1	2	26	20	31	10	9	2	±3
E5 – E9	100	±1	1	12	15	30	18	20	5	±2
Officers	100	±1	0	0	1	3	4	49	44	±2
O1 – O3	100	±0	0	0	0	1	5	63	30	±3
O4 – O6	100	±1	0	0	0	0	0	42	58	±3
Male	100	±1	1	16	15	26	12	20	9	±2
Female	100	±1	1	10	13	26	15	23	12	±3
AGR/FTS/AR	100	±1	1	7	15	29	14	24	10	±4
Other Selected Reserve	100	±1	1	16	15	26	13	20	10	±2
Reserve Unit	100	±1	1	16	15	26	13	20	9	±2
Military Technician	100	±1	0	18	21	27	12	16	5	±5
IMA	100	±1	0	2	3	10	7	28	50	±5
Not Activated Past 12 Months	100	±1	1	15	14	26	13	21	11	±2
Activated Past 12 Months	100	±1	2	15	15	26	14	19	9	±4
Not Deployed Past 12 Months	100	±1	1	16	14	25	12	21	10	±2
Deployed Past 12 Months	100	±1	1	13	15	28	14	19	9	±3
Deployed OIF/OEF	100	±1	1	13	15	28	14	20	9	±4
WHITE	100	±1	1	15	15	25	12	21	10	±2
ARNG	100	±1	2	23	16	26	12	16	5	±3
USAR	99	±1	1	12	12	22	12	26	15	±4
USNR	100	±1	1	7	9	19	11	29	25	±5
USMCR	100	±1	1	14	18	34	7	18	8	±6
ANG	100	±1	1	9	18	24	17	25	7	±5
USAFR	100	±0	1	7	11	24	14	23	21	±5
Enlisted	100	±1	2	19	18	29	14	15	3	±2
E1 – E4	99	±1	2	27	22	29	10	8	1	±4
E5 – E9	100	±1	1	12	15	29	17	20	5	±3
Officers	100	±1	0	0	0	3	4	49	44	±3
BLACK	100	±1	1	14	14	29	13	19	10	±2
ARNG	100	±1	1	22	17	27	12	15	6	±4
USAR	100	±1	1	12	13	30	12	22	11	±4
USNR	100	±1	1	10	16	26	12	22	13	±6
USMCR	100	±0	0	22	16	33	9	15	5	±11
ANG	100	±1	0	6	11	32	16	22	12	±3
USAFR	100	±1	0	4	12	29	17	25	14	±3
Enlisted	100	±1	1	16	16	32	14	16	5	±3
E1 – E4	100	±1	1	22	17	35	10	12	2	±5
E5 – E9	100	±1	1	12	15	30	16	19	7	±3
Officers	100	±1	0	0	0	2	4	47	47	±3

Note. Percent responding are Reserve component members who answered the question.














































7. Continued	Percent Responding		Percentages							Max ME
			1	2	3	4	5	6	7	
HISPANIC	100	±1	1	13	15	30	16	18	7	±3
ARNG	100	±1	2	16	16	32	15	16	4	±6
USAR	100	±1	1	15	12	29	18	16	8	±6
USNR	99	±1	0	10	17	21	14	27	10	±8
USMCR	100	±0	1	19	22	34	9	11	4	±8
ANG	100	±0	0	4	12	31	17	28	8	±9
USAFR	100	±1	0	5	14	26	18	23	12	±9
Enlisted	100	±1	1	15	16	32	17	15	3	±3
E1 – E4	100	±1	2	22	20	34	12	9	2	±5
E5 – E9	100	±1	1	9	13	32	21	20	4	±5
Officers	100	±1	0	0	1	3	3	49	43	±5
AIAN	100	±1	6	22	14	26	11	15	6	±12
ARNG	100	±1	NR	26	16	27	11	12	2	±16
USAR	99	±2	NR	NR	NR	12	NR	7	NR	±10
USNR	100	±0	0	5	8	NR	8	NR	NR	±9
ANG	100	±1	0	NR	5	NR	8	NR	2	±7
USAFR	100	±0	0	7	6	20	9	35	NR	±18
Enlisted	100	±1	6	24	15	28	12	12	3	±13
Officers	100	±0	0	0	1	4	6	46	42	±15
ASIAN	100	±1	0	11	9	29	14	26	11	±5
ARNG	99	±1	1	20	10	29	15	20	5	±11
USAR	100	±1	1	8	8	36	10	22	16	±10
USNR	100	±1	0	4	6	16	16	41	17	±10
USMCR	100	±0	0	8	16	48	5	20	3	±15
ANG	100	±1	0	8	10	27	18	27	10	±4
USAFR	100	±1	0	3	5	20	17	37	17	±15
Enlisted	100	±1	0	13	11	35	16	21	4	±6
Officers	100	±0	0	0	0	2	2	51	45	±5
NHPI	100	±1	3	16	25	25	13	15	3	±12
ARNG	100	±0	NR	NR	NR	NR	NR	11	3	±14
USAR	99	±2	2	18	18	23	17	18	4	±8
USNR	100	±0	NR	11	8	NR	2	10	4	±16
ANG	100	±0	0	10	NR	21	9	20	2	±18
USAFR	99	±1	1	9	22	23	17	21	7	±11
Enlisted	100	±1	3	18	28	27	13	9	1	±13
Officers	100	±0	0	0	0	1	NR	65	26	±17
TWO OR MORE RACES	100	±1	1	14	12	31	13	18	10	±9
ARNG	100	±1	2	15	9	38	13	16	6	±17
USAR	100	±0	NR	NR	NR	NR	6	NR	12	±10
USNR	100	±0	1	5	NR	23	7	21	15	±11
USMCR	100	±0	NR	7	NR	NR	3	10	4	±11
ANG	100	±1	0	5	6	NR	NR	20	NR	±13
USAFR	100	±1	0	NR	4	NR	NR	22	14	±18
Enlisted	100	±1	2	16	14	35	15	13	5	±10
Officers	100	±0	0	0	0	4	4	50	43	±11
USCGR	100	±1	0	4	8	23	13	34	17	±4
White	100	±1	0	4	9	21	12	35	18	±5
Black	98	±5	NR	7	9	23	16	24	21	±15
Hispanic	99	±3	NR	2	7	34	18	29	10	±11
Other Race/Ethnicity	100	±0	0	5	6	29	13	34	13	±10
Enlisted	100	±1	0	5	10	28	14	32	11	±5
E1 – E4	100	±0	1	5	9	29	14	37	5	±8
E5 – E9	99	±1	0	5	11	26	15	28	15	±5
Officers	100	±0	0	0	0	4	5	43	48	±7

NR: Not reportable

## 8. Have you served on active duty, not as a member of the National Guard/Reserve, for a cumulative 24 months or more?

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
TOTAL DOD	100	±1	49	±2	
ARNG	100	±1	43	±3	
USAR	100	±1	50	±3	
USNR	100	±1	64	±3	
USMCR	100	±1	34	±4	
ANG	100	±1	47	±4	
USAFR	100	±1	68	±4	
Enlisted	100	±1	47	±2	
E1 – E4	100	±1	26	±3	
E5 – E9	100	±1	62	±2	
Officers	100	±1	61	±2	
O1 – O3	100	±1	44	±3	
O4 – O6	100	±1	71	±3	
Male	100	±1	51	±2	
Female	100	±1	39	±3	
AGR/FTS/AR	100	±1	73	±4	
Other Selected Reserve	100	±1	47	±2	
Reserve Unit	100	±1	46	±2	
Military Technician	100	±0	53	±5	
IMA	100	±1	85	±4	
Not Activated Past 12 Months	100	±1	48	±2	
Activated Past 12 Months	100	±1	49	±4	
Not Deployed Past 12 Months	100	±1	46	±2	
Deployed Past 12 Months	100	±1	56	±3	
Deployed OIF/OEF	100	±1	56	±4	
WHITE	100	±1	48	±2	
ARNG	100	±1	41	±3	
USAR	100	±0	50	±5	
USNR	100	±0	65	±5	
USMCR	100	±1	31	±5	
ANG	100	±0	46	±5	
USAFR	100	±0	73	±5	
Enlisted	100	±1	45	±3	
E1 – E4	100	±0	25	±3	
E5 – E9	100	±1	60	±3	
Officers	100	±1	61	±3	
BLACK	100	±1	56	±2	
ARNG	100	±1	53	±4	
USAR	100	±1	58	±4	
USNR	100	±1	64	±4	
USMCR	99	±2	49	±8	
ANG	100	±1	54	±4	
USAFR	100	±1	54	±3	
Enlisted	100	±1	55	±3	
E1 – E4	100	±1	34	±5	
E5 – E9	100	±1	69	±3	
Officers	100	±1	60	±3	

Note. Percent responding are Reserve component members who answered the question.

8. Continued	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
HISPANIC	100	±1	50	±3	
ARNG	100	±1	49	±6	
USAR	99	±3	49	±5	
USNR	100	±1	59	±7	
USMCR	100	±1	37	±8	
ANG	100	±0	50	±8	
USAFR	100	±0	63	±9	
Enlisted	100	±1	49	±4	
E1 – E4	99	±2	30	±6	
E5 – E9	100	±1	65	±4	
Officers	100	±1	60	±5	
AIAN	100	±0	51	±11	
ARNG	100	±0	47	±15	
USAR	100	±0	NR		
USNR	100	±0	82	±13	
ANG	100	±0	NR		
USAFR	100	±0	NR		
Enlisted	100	±0	50	±12	
Officers	100	±0	58	±14	
ASIAN	100	±1	44	±5	
ARNG	100	±0	34	±10	
USAR	100	±1	42	±8	
USNR	100	±1	59	±9	
USMCR	100	±0	25	±13	
ANG	100	±1	46	±5	
USAFR	100	±0	73	±9	
Enlisted	100	±1	41	±6	
Officers	100	±0	59	±5	
NHPI	100	±1	45	±11	
ARNG	100	±0	NR		
USAR	100	±1	40	±6	
USNR	100	±0	NR		
ANG	100	±0	32	±17	
USAFR	100	±0	49	±11	
Enlisted	100	±1	44	±12	
Officers	100	±0	NR		
TWO OR MORE RACES	100	±1	39	±9	
ARNG	100	±0	35	±15	
USAR	100	±0	NR		
USNR	99	±2	NR		
USMCR	100	±0	NR		
ANG	100	±0	NR		
USAFR	100	±0	NR		
Enlisted	100	±1	35	±10	
Officers	100	±0	61	±11	
USCGR	100	±0	52	±4	
White	100	±0	52	±4	
Black	100	±0	50	±14	
Hispanic	100	±0	69	±11	
Other Race/Ethnicity	100	±0	40	±9	
Enlisted	100	±0	50	±4	
E1 – E4	100	±0	29	±8	
E5 – E9	100	±0	66	±5	
Officers	100	±0	65	±7	

NR: Not reportable

**9. About how many miles would you have to drive, one way, to get to the nearest military installation from your residence?**

1. 10 miles or less  
4. 41 to 60 miles

2. 11 to 20 miles  
5. 61 to 100 miles

3. 21 to 40 miles  
6. 101 miles or more

	Percent Responding		Percentages						Max ME
			1	2	3	4	5	6	
TOTAL DOD	100	±1	23	20	20	13	12	13	±2
ARNG	100	±1	24	17	18	13	14	14	±2
USAR	100	±1	21	20	21	12	12	14	±3
USNR	100	±1	23	24	19	15	9	9	±3
USMCR	100	±1	20	16	21	15	14	14	±4
ANG	100	±1	22	25	25	12	7	9	±4
USAFR	100	±1	24	23	18	14	10	11	±4
Enlisted	100	±1	23	20	20	13	12	13	±2
E1 – E4	100	±1	27	19	19	12	12	12	±3
E5 – E9	100	±1	21	20	20	13	12	14	±2
Officers	100	±1	20	22	19	13	12	14	±2
O1 – O3	100	±1	20	20	19	14	12	15	±3
O4 – O6	100	±1	21	23	19	12	11	14	±3
Male	100	±1	22	20	20	13	12	13	±2
Female	100	±1	26	22	16	13	11	12	±3
AGR/FTS/AR	100	±1	27	21	19	11	12	10	±4
Other Selected Reserve	100	±1	22	20	20	13	12	13	±2
Reserve Unit	100	±1	22	20	20	13	12	13	±2
Military Technician	100	±1	31	21	20	12	9	7	±5
IMA	100	±1	26	24	18	12	8	12	±5
Not Activated Past 12 Months	100	±1	23	20	20	12	12	13	±2
Activated Past 12 Months	100	±1	22	18	19	15	12	15	±3
Not Deployed Past 12 Months	100	±1	24	20	20	12	11	12	±2
Deployed Past 12 Months	100	±1	20	19	19	14	13	14	±3
Deployed OIF/OEF	100	±1	19	19	19	14	14	14	±3
WHITE	100	±1	21	19	19	13	13	15	±2
ARNG	100	±1	22	16	17	13	16	16	±3
USAR	100	±1	19	18	20	11	14	17	±4
USNR	100	±1	21	23	19	16	10	11	±5
USMCR	100	±1	18	14	21	16	15	16	±6
ANG	100	±1	21	25	25	12	7	10	±5
USAFR	100	±0	24	23	18	15	9	10	±5
Enlisted	100	±1	21	18	20	13	13	14	±2
E1 – E4	100	±1	25	17	19	12	14	14	±3
E5 – E9	100	±1	19	19	20	14	13	15	±3
Officers	100	±1	20	21	19	13	13	15	±2
BLACK	100	±1	27	22	19	13	10	9	±2
ARNG	100	±1	29	20	17	14	11	8	±4
USAR	99	±1	25	22	21	13	9	11	±4
USNR	99	±1	27	24	20	13	9	6	±5
USMCR	100	±0	34	22	20	8	9	7	±9
ANG	100	±1	28	28	23	9	7	5	±3
USAFR	100	±1	28	22	16	12	12	10	±3
Enlisted	100	±1	28	22	19	13	10	9	±3
E1 – E4	100	±1	33	21	18	12	9	7	±5
E5 – E9	100	±1	24	22	20	13	11	10	±3
Officers	100	±1	23	24	18	12	11	11	±3

Note. Percent responding are Reserve component members who answered the question.

9. Continued	Percent Responding		Percentages						Max ME
			1	2	3	4	5	6	
HISPANIC	100	±1	25	24	21	13	8	9	±3
ARNG	100	±1	28	23	21	12	8	7	±6
USAR	99	±1	21	25	22	14	9	9	±6
USNR	100	±1	21	25	19	17	8	9	±8
USMCR	100	±1	19	18	22	18	12	11	±8
ANG	100	±0	31	23	24	10	5	7	±9
USAFR	100	±1	26	26	19	11	8	10	±9
Enlisted	100	±1	26	24	21	13	8	9	±3
E1 – E4	99	±1	30	22	21	13	8	6	±5
E5 – E9	100	±1	23	24	21	13	9	11	±4
Officers	100	±1	17	25	23	17	11	9	±5
AIAN	100	±1	16	23	20	11	12	18	±11
ARNG	99	±1	18	17	20	7	10	27	±17
USAR	100	±1	NR	NR	NR	NR	NR	9	±7
USNR	99	±2	17	NR	NR	9	7	7	±16
ANG	100	±0	9	NR	NR	NR	NR	3	±9
USAFR	100	±0	11	NR	NR	9	15	12	±9
Enlisted	100	±1	16	23	20	11	12	19	±12
Officers	100	±0	19	23	20	9	18	11	±17
ASIAN	100	±1	29	26	19	12	7	8	±5
ARNG	100	±0	36	22	21	7	6	8	±12
USAR	100	±1	25	29	20	14	6	6	±10
USNR	100	±1	28	33	16	14	5	4	±10
USMCR	100	±0	21	18	22	14	14	NR	±16
ANG	100	±1	36	33	13	10	5	4	±5
USAFR	100	±1	21	16	15	16	14	NR	±17
Enlisted	100	±1	29	26	18	11	7	8	±6
Officers	100	±1	27	24	20	13	7	8	±5
NHPI	100	±1	45	28	14	3	NR	2	±11
ARNG	100	±0	NR	NR	10	0	NR	NR	±13
USAR	99	±1	47	25	15	5	3	5	±8
USNR	100	±0	NR	NR	NR	7	3	3	±14
ANG	100	±0	NR	29	9	2	NR	1	±16
USAFR	100	±1	31	32	15	11	10	2	±11
Enlisted	100	±1	45	26	15	3	NR	2	±12
Officers	100	±0	NR	NR	4	2	4	3	±4
TWO OR MORE RACES	100	±1	27	19	20	7	9	18	±9
ARNG	100	±1	26	21	20	5	9	20	±17
USAR	100	±0	NR	NR	NR	10	NR	NR	±12
USNR	100	±0	NR	15	13	11	4	8	±8
USMCR	100	±0	18	8	NR	NR	9	NR	±18
ANG	100	±0	NR	19	NR	5	NR	NR	±10
USAFR	100	±0	25	22	15	8	4	NR	±18
Enlisted	100	±0	26	19	20	7	9	19	±10
Officers	100	±1	31	21	19	10	8	11	±12
USCGR	100	±1	26	21	21	12	11	8	±4
White	100	±1	27	19	22	11	11	9	±5
Black	100	±0	26	25	17	19	9	5	±15
Hispanic	100	±0	18	25	22	15	12	7	±11
Other Race/Ethnicity	100	±0	34	22	15	6	11	11	±10
Enlisted	100	±1	26	20	23	11	12	8	±4
E1 – E4	100	±0	30	16	22	11	12	8	±8
E5 – E9	100	±1	23	24	23	11	11	8	±5
Officers	100	±0	27	22	16	14	11	10	±6

NR: Not reportable

## 10. What is your marital status?
















































1. Married  
4. Widowed2. Separated  
5. Never married

3. Divorced

	Percent Responding		Percentages					Max ME	Percentage Married/Separated		
			1	2	3	4	5				
TOTAL DOD	100	±1	58	2	10	0	30	±2	60.0	±2.0	
ARNG	100	±1	56	2	10	0	31	±3	58.0	±3.0	
USAR	100	±1	55	3	11	1	31	±3	57.0	±3.0	
USNR	100	±1	67	3	11	0	20	±4	69.0	±4.0	
USMCR	100	±1	39	1	4	0	56	±4	40.0	±4.0	
ANG	100	±1	64	1	9	0	26	±4	65.0	±4.0	
USAFR	100	±1	65	2	13	1	20	±4	66.0	±4.0	
Enlisted	100	±1	54	2	10	0	33	±2	56.0	±2.0	
E1 – E4	100	±1	35	1	9	0	55	±3	37.0	±3.0	
E5 – E9	100	±1	68	3	12	1	17	±2	71.0	±2.0	
Officers	100	±1	77	2	9	0	12	±2	78.0	±2.0	
O1 – O3	100	±1	68	1	9	0	21	±3	70.0	±3.0	
O4 – O6	100	±1	82	2	8	0	7	±2	84.0	±2.0	
Male	100	±1	61	2	9	0	28	±2	63.0	±2.0	
Female	100	±1	41	3	17	1	38	±3	44.0	±3.0	
AGR/FTS/AR	100	±1	75	3	12	0	9	±4	78.0	±4.0	
Other Selected Reserve	100	±1	56	2	10	0	32	±2	58.0	±2.0	
Reserve Unit	100	±1	56	2	10	0	32	±2	58.0	±2.0	
Military Technician	100	±1	67	2	12	1	19	±5	69.0	±5.0	
IMA	100	±1	75	1	12	0	12	±5	76.0	±5.0	
Not Activated Past 12 Months	100	±1	58	2	9	0	30	±2	60.0	±2.0	
Activated Past 12 Months	100	±1	54	3	11	0	31	±4	57.0	±4.0	
Not Deployed Past 12 Months	100	±1	57	2	10	0	31	±2	59.0	±2.0	
Deployed Past 12 Months	100	±1	59	2	11	1	26	±3	62.0	±3.0	
Deployed OIF/OEF	100	±1	59	2	11	0	26	±4	62.0	±4.0	
WHITE	100	±1	59	2	9	0	29	±2	61.0	±2.0	
ARNG	100	±1	56	2	10	0	32	±3	58.0	±3.0	
USAR	100	±0	57	3	9	1	29	±5	60.0	±4.0	
USNR	100	±0	71	2	10	0	17	±5	73.0	±5.0	
USMCR	100	±0	40	1	3	0	56	±6	41.0	±6.0	
ANG	100	±1	66	1	8	0	25	±5	67.0	±5.0	
USAFR	100	±0	68	2	13	0	17	±5	69.0	±5.0	
Enlisted	100	±1	55	2	10	0	33	±3	57.0	±2.0	
E1 – E4	100	±0	35	1	9	0	55	±4	36.0	±4.0	
E5 – E9	100	±1	70	2	11	1	16	±3	73.0	±3.0	
Officers	100	±1	79	2	8	0	11	±2	81.0	±2.0	
BLACK	100	±1	50	4	15	1	30	±2	54.0	±2.0	
ARNG	100	±1	52	5	15	1	28	±4	57.0	±4.0	
USAR	100	±1	49	3	16	0	32	±4	52.0	±4.0	
USNR	100	±1	51	5	16	1	27	±4	56.0	±4.0	
USMCR	100	±0	44	2	7	0	47	±8	46.0	±8.0	
ANG	100	±0	52	3	16	0	29	±3	55.0	±4.0	
USAFR	100	±1	50	3	16	1	30	±3	53.0	±3.0	
Enlisted	100	±1	49	4	15	0	31	±3	53.0	±3.0	
E1 – E4	100	±1	33	4	11	0	52	±5	37.0	±5.0	
E5 – E9	100	±1	60	4	18	1	18	±3	63.0	±3.0	
Officers	100	±1	63	3	14	1	19	±3	66.0	±3.0	

Note. Percent responding are Reserve component members who answered the question.

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10. Continued	Percent Responding		Percentages					Max ME	Percentage Married/Separated		
			1	2	3	4	5				
HISPANIC	100	±1	59	2	10	0	29	±3	61.0	±3.0	
ARNG	100	±1	63	2	7	0	27	±6	65.0	±6.0	
USAR	100	±1	57	1	12	0	30	±6	58.0	±6.0	
USNR	100	±1	65	4	12	0	19	±7	69.0	±7.0	
USMCR	100	±1	36	1	5	0	58	±8	36.0	±7.0	
ANG	100	±1	62	3	11	0	25	±9	65.0	±8.0	
USAFR	100	±1	62	1	15	NR	19	±9	64.0	±9.0	
Enlisted	100	±1	58	2	9	0	30	±4	60.0	±4.0	
E1 – E4	100	±1	43	1	7	0	50	±6	43.0	±6.0	
E5 – E9	100	±1	71	3	11	1	14	±4	74.0	±4.0	
Officers	99	±2	73	1	13	0	12	±5	74.0	±5.0	
AIAN	100	±1	56	3	10	0	31	±11	59.0	±11.0	
ARNG	100	±1	58	4	10	0	28	±15	62.0	±15.0	
USAR	100	±1	NR	2	NR	0	NR	±3	NR		
USNR	100	±0	74	3	11	0	13	±16	77.0	±15.0	
ANG	100	±0	NR	1	5	0	NR	±6	NR		
USAFR	100	±0	68	2	11	0	18	±14	70.0	±13.0	
Enlisted	100	±1	53	3	10	0	33	±12	57.0	±12.0	
Officers	100	±1	82	0	10	1	7	±10	82.0	±10.0	
ASIAN	100	±1	53	1	7	0	39	±5	54.0	±5.0	
ARNG	100	±1	52	1	6	0	41	±11	52.0	±11.0	
USAR	100	±1	53	1	5	0	41	±8	54.0	±7.0	
USNR	100	±0	60	1	6	0	32	±10	61.0	±10.0	
USMCR	100	±0	22	1	NR	0	68	±13	23.0	±9.0	
ANG	100	±1	57	1	9	0	32	±5	58.0	±5.0	
USAFR	100	±1	67	1	7	0	24	±14	68.0	±14.0	
Enlisted	100	±1	50	1	6	0	43	±6	51.0	±6.0	
Officers	100	±1	68	1	9	0	22	±5	69.0	±5.0	
NHPI	100	±1	60	1	15	0	23	±13	61.0	±12.0	
ARNG	99	±2	NR	0	NR	NR	NR	±3	NR		
USAR	100	±1	53	1	12	1	33	±8	54.0	±7.0	
USNR	100	±0	NR	1	10	NR	NR	±16	NR		
ANG	100	±0	77	1	7	0	15	±13	78.0	±13.0	
USAFR	100	±0	62	0	16	NR	20	±11	62.0	±11.0	
Enlisted	100	±1	59	1	16	0	24	±15	59.0	±13.0	
Officers	100	±0	75	1	11	0	NR	±16	76.0	±16.0	
TWO OR MORE RACES	100	±1	46	4	12	0	39	±9	50.0	±9.0	
ARNG	100	±1	45	2	16	0	37	±16	47.0	±15.0	
USAR	100	±1	29	NR	14	0	NR	±17	NR		
USNR	100	±1	61	2	6	0	31	±14	63.0	±13.0	
USMCR	100	±0	NR	1	1	NR	NR	±4	NR		
ANG	100	±0	NR	NR	6	0	NR	±4	NR		
USAFR	99	±1	71	2	6	0	22	±14	73.0	±14.0	
Enlisted	100	±1	42	4	12	0	42	±10	46.0	±10.0	
Officers	99	±3	67	NR	8	0	20	±11	72.0	±10.0	
USCGR	100	±1	62	2	8	0	28	±4	64.0	±4.0	
White	100	±1	62	2	8	0	28	±5	64.0	±5.0	
Black	100	±0	62	4	7	NR	27	±15	66.0	±15.0	
Hispanic	99	±3	65	1	13	1	19	±11	67.0	±11.0	
Other Race/Ethnicity	100	±0	58	2	3	0	37	±10	60.0	±10.0	
Enlisted	100	±1	59	2	8	0	31	±5	60.0	±5.0	
E1 – E4	100	±0	46	0	4	0	49	±8	46.0	±8.0	
E5 – E9	99	±1	69	3	11	0	16	±5	72.0	±5.0	
Officers	100	±0	76	3	7	0	14	±6	79.0	±6.0	

NR: Not reportable

**11. How many years have you been married to your current spouse? If you are not married, how long have you been in a relationship with your current significant other (that is, girlfriend or boyfriend)?**

















































1. Does not apply; I am not married and I do not have a girlfriend/boyfriend      2. Less than 1 year      3. 1 year to less than 6 years  
4. 6 years to less than 10 years      5. 10 years or more

	Percent Responding		Percentages					Max ME	Percent with Spouse/Significant Other		
			1	2	3	4	5				
TOTAL DOD	100	±1	22	10	27	12	30	±2	78.0	±2.0	
ARNG	99	±1	21	12	28	12	27	±3	79.0	±2.0	
USAR	100	±1	25	9	24	11	30	±3	75.0	±3.0	
USNR	100	±1	19	7	23	16	35	±4	81.0	±3.0	
USMCR	99	±1	35	15	31	8	10	±5	65.0	±5.0	
ANG	100	±1	20	5	28	12	36	±4	80.0	±4.0	
USAFR	100	±1	17	7	24	12	40	±4	83.0	±3.0	
Enlisted	100	±1	24	11	28	11	26	±2	76.0	±2.0	
E1 – E4	99	±1	35	17	31	8	9	±3	65.0	±3.0	
E5 – E9	100	±1	16	6	26	14	39	±2	84.0	±2.0	
Officers	99	±1	12	5	20	14	50	±2	88.0	±2.0	
O1 – O3	99	±1	16	8	30	18	27	±3	84.0	±3.0	
O4 – O6	99	±1	9	3	13	13	63	±3	91.0	±2.0	
Male	100	±1	20	9	27	12	32	±2	80.0	±2.0	
Female	99	±1	31	14	26	10	19	±3	69.0	±3.0	
AGR/FTS/AR	100	±1	12	5	24	16	43	±4	88.0	±3.0	
Other Selected Reserve	100	±1	23	10	27	11	28	±2	77.0	±2.0	
Reserve Unit	100	±1	23	10	27	11	28	±2	77.0	±2.0	
Military Technician	100	±1	18	6	24	11	41	±5	82.0	±4.0	
IMA	100	±1	14	4	18	14	50	±5	86.0	±4.0	
Not Activated Past 12 Months	100	±1	21	10	27	12	31	±2	79.0	±2.0	
Activated Past 12 Months	99	±1	25	11	26	11	28	±4	75.0	±4.0	
Not Deployed Past 12 Months	100	±1	22	10	27	12	29	±2	78.0	±2.0	
Deployed Past 12 Months	100	±1	23	8	25	12	31	±3	77.0	±3.0	
Deployed OIF/OEF	99	±1	23	8	25	12	31	±3	77.0	±3.0	
WHITE	100	±1	21	9	27	12	31	±2	79.0	±2.0	
ARNG	100	±1	22	12	28	11	27	±3	78.0	±3.0	
USAR	100	±1	24	9	24	12	32	±4	76.0	±4.0	
USNR	100	±1	18	7	21	16	38	±5	82.0	±5.0	
USMCR	99	±1	33	16	33	8	10	±6	67.0	±6.0	
ANG	100	±1	19	4	29	12	37	±5	81.0	±4.0	
USAFR	100	±1	15	7	23	12	43	±5	85.0	±5.0	
Enlisted	100	±1	24	10	29	11	26	±2	76.0	±2.0	
E1 – E4	99	±1	36	17	32	7	8	±4	64.0	±4.0	
E5 – E9	100	±1	15	5	26	14	40	±3	85.0	±3.0	
Officers	100	±1	11	5	18	14	52	±3	89.0	±2.0	
BLACK	99	±1	26	8	25	13	27	±2	74.0	±2.0	
ARNG	99	±1	25	9	27	13	26	±4	75.0	±4.0	
USAR	99	±1	27	9	23	12	29	±4	73.0	±4.0	
USNR	99	±1	26	7	28	13	26	±4	74.0	±4.0	
USMCR	99	±2	29	12	35	12	12	±10	71.0	±7.0	
ANG	99	±1	26	7	27	11	29	±4	74.0	±3.0	
USAFR	99	±1	27	7	23	13	29	±3	73.0	±3.0	
Enlisted	99	±1	27	9	26	12	26	±3	73.0	±3.0	
E1 – E4	99	±1	36	14	30	10	10	±5	64.0	±5.0	
E5 – E9	99	±1	21	5	23	14	36	±3	79.0	±3.0	
Officers	99	±1	20	6	21	13	39	±3	80.0	±3.0	

Note. Percent responding are Reserve component members who answered the question.



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11. Continued	Percent Responding		Percentages					Max ME	Percent with Spouse/Significant Other		
			1	2	3	4	5				
HISPANIC	100	±1	20	10	28	12	29	±3	80.0	±3.0	
ARNG	100	±1	15	14	28	11	32	±6	85.0	±5.0	
USAR	99	±1	25	9	28	11	28	±6	75.0	±6.0	
USNR	100	±1	15	5	31	20	29	±7	85.0	±5.0	
USMCR	100	±1	38	15	30	8	10	±9	62.0	±9.0	
ANG	100	±1	22	4	26	14	35	±9	78.0	±9.0	
USAFR	100	±1	16	7	28	13	36	±9	84.0	±7.0	
Enlisted	100	±1	21	11	28	12	28	±3	79.0	±3.0	
E1 – E4	100	±1	29	17	30	10	14	±5	71.0	±5.0	
E5 – E9	100	±1	14	5	27	14	39	±4	86.0	±4.0	
Officers	98	±3	12	6	24	13	44	±4	88.0	±3.0	
AIAN	100	±1	20	12	33	14	21	±11	80.0	±10.0	
ARNG	100	±1	19	10	43	18	10	±18	81.0	±13.0	
USAR	100	±1	NR	NR	NR	4	19	±18	NR		
USNR	100	±0	12	9	20	NR	NR	±16	88.0	±10.0	
ANG	100	±1	NR	4	10	4	NR	±10	NR		
USAFR	100	±0	15	9	NR	NR	23	±10	85.0	±10.0	
Enlisted	100	±1	21	12	34	13	19	±12	79.0	±11.0	
Officers	100	±0	9	6	26	20	39	±18	91.0	±5.0	
ASIAN	99	±1	28	11	26	11	23	±5	72.0	±4.0	
ARNG	100	±1	28	14	28	14	17	±12	72.0	±9.0	
USAR	99	±2	29	12	28	8	23	±11	71.0	±6.0	
USNR	100	±1	24	10	23	13	31	±12	76.0	±9.0	
USMCR	99	±2	56	14	19	3	8	±16	44.0	±14.0	
ANG	100	±1	24	9	25	13	29	±5	76.0	±5.0	
USAFR	100	±1	21	6	27	10	37	±15	79.0	±15.0	
Enlisted	100	±1	31	13	26	10	20	±6	69.0	±5.0	
Officers	99	±3	18	5	27	13	37	±6	82.0	±4.0	
NHPI	98	±3	13	11	26	20	30	±15	87.0	±4.0	
ARNG	97	±6	4	NR	NR	NR	NR	±5	96.0	±5.0	
USAR	99	±1	25	12	25	9	28	±8	75.0	±6.0	
USNR	98	±3	NR	NR	NR	5	NR	±11	NR		
ANG	99	±1	10	10	16	NR	NR	±11	90.0	±8.0	
USAFR	100	±0	22	5	29	10	35	±11	78.0	±9.0	
Enlisted	98	±3	13	11	27	22	27	±17	87.0	±5.0	
Officers	100	±0	9	NR	14	9	57	±17	91.0	±7.0	
TWO OR MORE RACES	99	±1	27	19	25	10	20	±9	73.0	±9.0	
ARNG	100	±1	24	19	27	11	20	±17	76.0	±15.0	
USAR	98	±3	NR	NR	20	6	9	±17	NR		
USNR	99	±2	24	10	20	6	NR	±11	76.0	±11.0	
USMCR	100	±0	NR	8	NR	9	5	±14	NR		
ANG	100	±1	NR	8	29	5	18	±18	NR		
USAFR	100	±1	14	11	25	NR	NR	±18	86.0	±8.0	
Enlisted	100	±1	29	21	24	9	17	±10	71.0	±10.0	
Officers	97	±5	13	5	28	12	42	±12	87.0	±8.0	
USCGR	100	±1	20	7	27	13	33	±4	80.0	±4.0	
White	100	±1	19	7	28	13	33	±5	81.0	±4.0	
Black	97	±5	22	4	30	9	35	±15	78.0	±15.0	
Hispanic	100	±1	22	6	24	15	33	±11	78.0	±11.0	
Other Race/Ethnicity	100	±0	21	11	25	13	30	±10	79.0	±9.0	
Enlisted	100	±1	22	8	27	12	31	±4	78.0	±4.0	
E1 – E4	100	±0	29	14	37	7	13	±8	71.0	±7.0	
E5 – E9	99	±1	15	3	20	16	46	±5	85.0	±4.0	
Officers	100	±1	12	4	26	16	42	±6	88.0	±5.0	

NR: Not reportable

## 12. Is your spouse/significant other Spanish/Hispanic/Latino?

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
TOTAL DOD	77	±2	12	±1	
ARNG	78	±2	11	±2	
USAR	74	±3	13	±2	
USNR	81	±3	14	±3	
USMCR	65	±5	15	±4	
ANG	80	±3	9	±3	
USAFR	82	±3	11	±3	
Enlisted	75	±2	13	±1	
E1 – E4	64	±3	13	±2	
E5 – E9	84	±2	12	±2	
Officers	87	±2	7	±1	
O1 – O3	83	±3	8	±2	
O4 – O6	90	±2	6	±2	
Male	79	±2	12	±1	
Female	68	±3	9	±2	
AGR/FTS/AR	88	±3	10	±3	
Other Selected Reserve	76	±2	12	±1	
Reserve Unit	76	±2	12	±1	
Military Technician	82	±4	11	±4	
IMA	85	±4	6	±2	
Not Activated Past 12 Months	78	±2	11	±1	
Activated Past 12 Months	75	±3	13	±3	
Not Deployed Past 12 Months	77	±2	11	±1	
Deployed Past 12 Months	76	±3	14	±2	
Deployed OIF/OEF	76	±3	14	±3	
WHITE	78	±2	5	±1	
ARNG	78	±3	4	±2	
USAR	76	±4	5	±3	
USNR	82	±4	5	±4	
USMCR	66	±6	6	±5	
ANG	81	±4	4	±3	
USAFR	84	±4	4	±4	
Enlisted	76	±2	5	±2	
E1 – E4	64	±4	4	±2	
E5 – E9	85	±3	5	±2	
Officers	89	±2	4	±1	
BLACK	72	±2	5	±2	
ARNG	73	±4	4	±3	
USAR	72	±4	4	±3	
USNR	72	±4	9	±6	
USMCR	70	±7	11	±6	
ANG	73	±3	5	±2	
USAFR	71	±3	6	±2	
Enlisted	72	±3	5	±2	
E1 – E4	62	±5	5	±3	
E5 – E9	78	±3	5	±2	
Officers	79	±3	4	±2	

Note. Percent responding are Reserve component members who answered the question and who were married, separated, or had a significant other (Q11).

12. Continued	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
HISPANIC	79	±3	62	±4	
ARNG	84	±4	63	±7	
USAR	74	±6	64	±6	
USNR	84	±5	57	±9	
USMCR	62	±8	57	±10	
ANG	78	±8	63	±7	
USAFR	83	±6	55	±9	
Enlisted	79	±3	63	±4	
E1 – E4	70	±5	64	±7	
E5 – E9	85	±3	63	±5	
Officers	86	±4	47	±5	
AIAN	80	±9	10	±12	
ARNG	81	±11	NR		
USAR	75	±22	4	±6	
USNR	87	±8	7	±8	
ANG	74	±30	2	±3	
USAFR	85	±9	6	±6	
Enlisted	78	±9	10	±13	
Officers	91	±4	6	±8	
ASIAN	71	±4	5	±3	
ARNG	71	±9	2	±2	
USAR	70	±6	4	±3	
USNR	75	±8	NR		
USMCR	43	±13	4	±6	
ANG	75	±5	6	±3	
USAFR	78	±12	6	±6	
Enlisted	68	±5	6	±4	
Officers	81	±4	4	±3	
NHPI	85	±4	6	±6	
ARNG	93	±7	NR		
USAR	73	±6	7	±4	
USNR	89	±11	6	±14	
ANG	90	±6	NR		
USAFR	78	±8	5	±4	
Enlisted	85	±5	5	±5	
Officers	89	±6	NR		
TWO OR MORE RACES	72	±8	9	±8	
ARNG	76	±13	3	±7	
USAR	69	±20	NR		
USNR	75	±10	6	±5	
USMCR	38	±26	6	±12	
ANG	60	±21	10	±8	
USAFR	86	±6	NR		
Enlisted	71	±9	9	±9	
Officers	83	±8	10	±10	
USCGR	79	±4	10	±3	
White	80	±4	6	±3	
Black	73	±13	NR		
Hispanic	78	±9	54	±12	
Other Race/Ethnicity	79	±8	8	±7	
Enlisted	78	±4	12	±4	
E1 – E4	71	±7	9	±7	
E5 – E9	83	±4	14	±4	
Officers	87	±5	5	±5	

NR: Not reportable

**13. What race is your spouse/significant other?**

- |  |   |                                     |
|--|---|-------------------------------------|
| 1. White   | 2. Black or African American  | 3. American Indian or Alaska Native |
| 4. Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese) | 5. Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro) | 6. More Than One Race Marked        |

	Percent Responding		Percentages						Max ME
			1	2	3	4	5	6	
TOTAL DOD	75	±2	81	14	2	4	1	2	±1
ARNG	76	±2	83	12	2	3	1	1	±2
USAR	72	±3	71	22	2	6	1	2	±3
USNR	78	±3	80	13	2	6	1	1	±3
USMCR	61	±5	86	9	2	6	1	3	±4
ANG	78	±3	88	8	1	4	1	1	±2
USAFR	80	±3	80	13	1	6	1	2	±3
Enlisted	73	±2	80	15	2	4	1	2	±1
E1 – E4	62	±3	80	14	3	5	1	2	±2
E5 – E9	81	±2	79	15	2	4	1	1	±2
Officers	86	±2	86	9	1	6	1	1	±1
O1 – O3	81	±3	84	10	1	6	1	1	±2
O4 – O6	89	±2	86	8	1	6	1	1	±2
Male	77	±2	82	12	2	5	1	2	±1
Female	66	±3	71	25	1	2	1	1	±3
AGR/FTS/AR	85	±3	78	17	1	3	2	1	±3
Other Selected Reserve	74	±2	81	13	2	5	1	2	±1
Reserve Unit	74	±2	81	13	2	4	1	2	±1
Military Technician	78	±4	86	9	3	3	1	1	±3
IMA	83	±4	81	10	2	9	0	1	±4
Not Activated Past 12 Months	76	±2	81	13	2	5	1	2	±2
Activated Past 12 Months	72	±3	83	11	2	4	1	1	±3
Not Deployed Past 12 Months	75	±2	81	13	2	5	1	2	±1
Deployed Past 12 Months	74	±3	80	14	2	4	1	1	±2
Deployed OIF/OEF	73	±3	80	14	2	4	1	1	±3
WHITE	77	±2	95	2	2	3	0	1	±1
ARNG	76	±3	95	1	2	2	0	1	±2
USAR	74	±4	93	2	2	5	1	2	±3
USNR	81	±4	94	1	1	3	1	1	±3
USMCR	65	±6	96	1	1	4	1	3	±4
ANG	80	±4	96	2	1	1	0	0	±3
USAFR	83	±4	94	1	1	4	0	1	±4
Enlisted	74	±2	95	2	2	3	0	1	±2
E1 – E4	63	±4	94	1	3	3	1	2	±3
E5 – E9	83	±3	95	2	2	2	0	1	±2
Officers	88	±2	95	1	1	4	0	1	±2
BLACK	71	±2	13	84	1	2	1	1	±2
ARNG	73	±4	14	84	1	1	1	1	±4
USAR	70	±4	11	86	2	3	0	1	±4
USNR	69	±4	12	86	1	2	1	2	±3
USMCR	68	±7	19	74	0	3	NR	1	±10
ANG	71	±3	15	83	1	2	0	2	±3
USAFR	68	±3	15	84	1	3	0	2	±3
Enlisted	70	±3	13	84	1	2	1	1	±3
E1 – E4	61	±5	16	80	2	2	1	2	±5
E5 – E9	76	±3	11	86	1	2	1	1	±3
Officers	77	±3	13	85	1	2	0	1	±4

Note. Percent responding are Reserve component members who answered the question and who were married, separated, or had a significant other (Q11).

NR: Not reportable

13. Continued	Percent Responding		Percentages						Max ME
			1	2	3	4	5	6	
HISPANIC	71	±3	87	11	2	3	1	3	±3
ARNG	78	±5	88	12	1	3	1	5	±5
USAR	66	±6	84	14	2	2	1	3	±5
USNR	74	±6	86	10	3	4	0	2	±8
USMCR	49	±8	85	8	3	6	1	3	±12
ANG	68	±9	86	7	1	7	1	2	±6
USAFR	78	±6	91	5	2	3	1	2	±4
Enlisted	70	±3	86	12	2	3	1	4	±3
E1 – E4	62	±5	86	13	2	4	0	5	±5
E5 – E9	77	±4	87	10	2	3	1	2	±4
Officers	82	±4	88	6	1	6	1	2	±4
AIAN	78	±9	81	3	17	1	1	3	±8
ARNG	80	±11	77	2	22	0	0	1	±14
USAR	72	±22	82	6	11	1	1	1	±14
USNR	84	±9	89	NR	7	5	NR	1	±12
ANG	74	±30	93	0	7	1	0	1	±8
USAFR	83	±9	NR	3	16	2	NR	2	±11
Enlisted	77	±9	81	3	18	1	0	3	±9
Officers	87	±6	82	3	11	3	NR	4	±11
ASIAN	69	±4	41	2	1	56	2	2	±7
ARNG	71	±9	57	1	0	41	3	2	±12
USAR	69	±6	37	2	1	61	1	2	±12
USNR	74	±8	35	5	1	59	1	1	±13
USMCR	43	±13	26	3	4	69	NR	NR	±14
ANG	73	±5	31	2	0	65	4	2	±5
USAFR	75	±12	28	3	1	68	2	1	±12
Enlisted	67	±5	40	2	1	57	2	2	±8
Officers	79	±5	45	2	1	52	1	1	±6
NHPI	83	±5	30	2	NR	9	56	2	±14
ARNG	90	±9	NR	1	NR	4	NR	1	±6
USAR	72	±6	22	4	1	13	64	2	±7
USNR	84	±15	NR	NR	NR	NR	NR	NR	
ANG	86	±8	NR	1	0	11	NR	2	±8
USAFR	77	±8	21	1	2	13	65	2	±11
Enlisted	82	±6	27	2	NR	8	57	2	±16
Officers	89	±6	NR	2	1	11	NR	3	±8
TWO OR MORE RACES	70	±8	79	16	10	13	4	15	±8
ARNG	75	±13	82	10	11	17	2	NR	±16
USAR	67	±20	79	17	4	6	3	6	±16
USNR	73	±10	74	21	14	8	2	18	±16
USMCR	37	±25	NR	8	NR	10	NR	4	±14
ANG	56	±20	75	NR	NR	25	NR	20	±17
USAFR	84	±7	NR	NR	11	7	3	18	±17
Enlisted	69	±9	79	14	9	12	3	14	±10
Officers	78	±9	81	24	15	19	NR	21	±16
USCGR	77	±4	89	6	1	5	1	2	±3
White	78	±4	96	1	1	3	0	0	±3
Black	73	±13	NR	89	NR	NR	NR	NR	±16
Hispanic	72	±10	92	4	NR	5	3	3	±10
Other Race/Ethnicity	77	±8	57	9	8	30	12	14	±11
Enlisted	75	±4	90	5	1	4	1	2	±3
E1 – E4	67	±7	91	4	1	5	1	2	±6
E5 – E9	81	±4	89	6	1	4	1	1	±4
Officers	86	±5	85	7	1	7	0	1	±5

NR: Not reportable

**14. How many years have you spent in military service?**

1. 5 years or less

2. 6-8 years

3. 9-11 years

4. 12-16 years

5. 17-19 years

6. 20 years or more

	Percent Responding		Percentages						Max ME	Average Years of Service		
			1	2	3	4	5	6				
TOTAL DOD	100	±1	29	12	9	13	11	25	±1	12.6	±0.2	
ARNG	100	±1	33	13	9	13	10	21	±2	11.5	±0.3	
USAR	100	±1	29	13	8	12	10	27	±3	12.9	±0.4	
USNR	100	±1	20	11	9	20	18	22	±3	13.4	±0.4	
USMCR	100	±1	65	10	5	8	5	8	±3	6.8	±0.3	
ANG	100	±1	19	11	11	14	13	32	±4	14.8	±0.6	
USAFR	100	±1	17	8	8	15	13	39	±4	16.1	±0.5	
Enlisted	100	±1	34	13	9	13	10	22	±2	11.6	±0.2	
E1 – E4	100	±1	69	15	7	5	2	2	±3	4.8	±0.3	
E5 – E9	100	±1	7	12	10	18	16	37	±2	16.8	±0.4	
Officers	100	±1	7	7	8	18	17	43	±2	17.9	±0.3	
O1 – O3	100	±1	18	17	16	24	14	12	±3	11.9	±0.4	
O4 – O6	100	±0	1	1	4	15	19	60	±3	21.2	±0.3	
Male	100	±1	29	11	9	14	12	26	±2	12.9	±0.2	
Female	100	±1	34	16	8	12	10	20	±3	11.0	±0.4	
AGR/FTS/AR	100	±0	5	6	9	20	16	44	±4	17.8	±0.6	
Other Selected Reserve	100	±1	32	13	9	13	11	23	±2	12.1	±0.2	
Reserve Unit	100	±1	32	13	9	13	11	22	±2	12.0	±0.2	
Military Technician	100	±1	15	10	6	13	12	43	±5	17.2	±0.9	
IMA	100	±1	2	6	11	14	15	51	±5	19.3	±0.9	
Not Activated Past 12 Months	100	±1	30	12	8	13	12	25	±2	12.6	±0.3	
Activated Past 12 Months	100	±1	31	13	9	14	11	22	±4	12.1	±0.6	
Not Deployed Past 12 Months	100	±1	32	12	9	13	11	24	±2	12.2	±0.3	
Deployed Past 12 Months	100	±1	23	13	10	15	11	28	±3	13.8	±0.5	
Deployed OIF/OEF	99	±1	23	13	9	15	12	28	±3	13.8	±0.6	
WHITE	100	±1	30	11	9	13	12	25	±2	12.8	±0.3	
ARNG	100	±1	34	13	9	12	10	21	±3	11.5	±0.4	
USAR	100	±1	30	12	8	12	11	27	±4	13.0	±0.6	
USNR	100	±0	18	8	8	20	20	26	±5	14.5	±0.7	
USMCR	100	±0	67	8	4	6	7	8	±4	6.7	±0.5	
ANG	100	±0	19	11	11	14	13	32	±5	14.8	±0.7	
USAFR	100	±0	15	6	8	16	14	41	±5	16.7	±0.8	
Enlisted	100	±1	34	12	9	12	11	21	±2	11.6	±0.3	
E1 – E4	99	±1	72	14	7	4	2	2	±4	4.6	±0.4	
E5 – E9	100	±1	7	11	11	18	17	36	±3	16.8	±0.5	
Officers	100	±0	7	6	8	18	17	44	±2	18.2	±0.4	
BLACK	100	±1	23	12	8	14	13	30	±2	13.8	±0.3	
ARNG	100	±1	26	11	9	15	12	28	±4	13.3	±0.6	
USAR	100	±1	21	13	7	13	12	34	±4	14.4	±0.6	
USNR	100	±1	23	15	10	19	20	14	±4	12.0	±0.5	
USMCR	100	±0	43	13	14	13	5	11	±9	8.6	±0.8	
ANG	100	±0	16	9	10	17	16	33	±3	15.5	±0.4	
USAFR	100	±0	20	9	7	14	14	36	±3	15.1	±0.4	
Enlisted	100	±1	25	12	9	14	12	28	±2	13.3	±0.4	
E1 – E4	100	±1	58	19	10	9	4	2	±5	5.6	±0.5	
E5 – E9	100	±1	4	8	8	17	18	45	±3	18.4	±0.4	
Officers	100	±0	6	6	7	18	19	44	±3	17.9	±0.4	

Note. Percent responding are Reserve component members who answered the question.

## 2007 Workplace and Equal Opportunity Survey of Reserve Component Members

14. Continued	Percent Responding		Percentages						Max ME	Average Years of Service		
			1	2	3	4	5	6				
HISPANIC	100	±1	32	15	9	15	9	20	±3	11.5	±0.5	
ARNG	100	±1	33	14	10	14	10	20	±6	11.3	±0.9	
USAR	100	±1	31	17	9	15	8	20	±5	11.5	±0.7	
USNR	100	±1	26	17	10	23	12	12	±8	11.0	±0.9	
USMCR	100	±1	64	13	6	9	2	7	±7	6.4	±0.8	
ANG	100	±0	15	15	12	18	11	29	±9	14.3	±1.0	
USAFR	100	±1	23	14	7	13	8	36	±10	14.4	±1.7	
Enlisted	100	±1	34	15	9	15	8	19	±3	10.9	±0.5	
E1 – E4	100	±1	66	16	7	7	3	2	±6	5.3	±0.6	
E5 – E9	100	±1	8	15	11	21	12	32	±4	15.6	±0.7	
Officers	100	±1	7	11	9	20	17	36	±5	16.6	±0.7	
AIAN	100	±1	36	15	5	8	10	25	±11	11.6	±2.1	
ARNG	100	±1	45	15	6	5	NR	17	±16	9.5	±2.6	
USAR	100	±0	NR	NR	2	7	NR	11	±9	8.7	±3.1	
USNR	100	±0	14	10	7	10	6	NR	±12	17.4	±3.9	
ANG	100	±0	8	4	2	5	6	NR	±9	NR		
USAFR	100	±0	13	NR	10	NR	12	26	±12	14.5	±2.0	
Enlisted	100	±1	39	15	4	7	10	23	±12	10.9	±2.3	
Officers	100	±0	9	7	9	16	11	47	±14	19.1	±2.7	
ASIAN	100	±1	39	13	10	12	9	17	±5	10.2	±0.8	
ARNG	100	±1	47	11	14	9	12	8	±13	8.4	±1.4	
USAR	100	±1	44	15	6	10	5	20	±9	10.0	±1.5	
USNR	100	±1	27	12	10	28	12	12	±12	11.0	±1.0	
USMCR	100	±0	74	10	3	4	4	4	±9	5.5	±1.0	
ANG	100	±1	22	10	14	14	9	30	±5	14.3	±0.7	
USAFR	100	±0	17	16	9	12	8	37	±16	14.3	±2.2	
Enlisted	100	±1	45	13	10	10	8	14	±6	9.2	±0.9	
Officers	100	±1	15	12	9	22	14	28	±5	14.7	±0.9	
NHPI	100	±1	27	25	7	10	5	26	±12	11.4	±1.7	
ARNG	100	±1	NR	NR	4	10	2	NR	±15	10.7	±4.0	
USAR	99	±2	29	22	9	10	6	23	±7	11.2	±1.0	
USNR	100	±0	NR	NR	8	10	6	13	±16	9.7	±2.4	
ANG	100	±0	13	NR	11	8	5	NR	±10	13.1	±2.6	
USAFR	100	±1	20	14	11	12	16	27	±11	13.2	±1.6	
Enlisted	100	±1	29	27	6	10	5	23	±13	10.7	±1.8	
Officers	100	±0	6	7	14	13	9	NR	±17	17.7	±2.1	
TWO OR MORE RACES	100	±1	37	18	8	11	10	15	±9	10.1	±1.4	
ARNG	100	±0	36	23	10	10	13	9	±17	9.5	±2.4	
USAR	100	±0	NR	NR	4	11	1	10	±9	7.3	±1.8	
USNR	100	±0	28	NR	9	17	9	11	±12	10.5	±1.3	
USMCR	98	±5	NR	NR	3	5	6	4	±10	5.3	±2.2	
ANG	100	±0	29	10	NR	9	NR	NR	±18	12.1	±2.5	
USAFR	100	±0	21	8	4	NR	NR	NR	±14	15.0	±2.7	
Enlisted	100	±1	42	18	9	8	10	13	±10	9.3	±1.5	
Officers	100	±0	8	16	6	27	13	30	±13	15.4	±1.3	
USCGR	100	±1	28	16	10	13	7	26	±4	12.5	±0.5	
White	100	±1	29	17	9	13	7	26	±4	12.4	±0.6	
Black	100	±0	13	9	9	14	16	39	±15	15.7	±2.4	
Hispanic	100	±0	21	15	15	22	5	22	±11	13.1	±1.8	
Other Race/Ethnicity	100	±0	42	14	9	9	6	20	±10	10.6	±2.0	
Enlisted	100	±1	32	17	9	12	6	24	±4	11.7	±0.6	
E1 – E4	100	±0	62	24	8	4	0	2	±8	5.3	±0.7	
E5 – E9	100	±1	8	11	10	19	11	41	±5	16.8	±0.8	
Officers	100	±0	9	12	12	21	12	34	±6	16.3	±1.0	

NR: Not reportable

**15. Suppose that you have to decide whether to continue to participate in the National Guard/Reserve. Assuming you could stay, how likely is it you would choose to do so?**

1. Very unlikely  
4. Likely

2. Unlikely  
5. Very likely

3. Neither likely nor unlikely

	Percent Responding		Percentages					Max ME	Average Likelihood		
			1	2	3	4	5				
TOTAL DOD	100	±1	8	8	10	26	48	±2	4.0	±0.1	
ARNG	100	±1	8	9	11	28	45	±3	3.9	±0.1	
USAR	100	±1	9	10	11	27	44	±3	3.9	±0.1	
USNR	100	±1	6	5	7	24	57	±4	4.2	±0.1	
USMCR	100	±1	16	17	17	24	25	±4	3.3	±0.2	
ANG	100	±1	3	4	9	23	60	±4	4.3	±0.1	
USAFR	100	±1	6	7	7	24	57	±4	4.2	±0.1	
Enlisted	100	±1	8	9	11	26	46	±2	3.9	±0.1	
E1 – E4	100	±1	11	13	15	27	34	±3	3.6	±0.1	
E5 – E9	100	±1	6	6	7	26	55	±2	4.2	±0.1	
Officers	100	±1	4	6	7	26	57	±2	4.2	±0.1	
O1 – O3	100	±1	6	8	10	29	47	±3	4.0	±0.1	
O4 – O6	100	±1	4	5	5	24	62	±3	4.4	±0.1	
Male	100	±1	7	8	10	26	48	±2	4.0	±0.1	
Female	100	±1	9	9	11	26	46	±3	3.9	±0.1	
AGR/FTS/AR	100	±1	4	4	7	22	63	±4	4.4	±0.1	
Other Selected Reserve	100	±1	8	9	10	26	46	±2	3.9	±0.1	
Reserve Unit	100	±1	8	9	11	26	46	±2	3.9	±0.1	
Military Technician	100	±0	5	3	7	24	61	±5	4.3	±0.1	
IMA	100	±1	6	4	6	23	61	±5	4.3	±0.2	
Not Activated Past 12 Months	100	±1	7	9	11	26	47	±2	4.0	±0.1	
Activated Past 12 Months	100	±1	10	8	11	25	47	±4	3.9	±0.1	
Not Deployed Past 12 Months	100	±1	7	8	10	26	48	±2	4.0	±0.1	
Deployed Past 12 Months	100	±1	9	9	10	26	47	±3	3.9	±0.1	
Deployed OIF/OEF	100	±1	9	9	11	26	45	±4	3.9	±0.1	
WHITE	100	±1	8	9	10	24	50	±2	4.0	±0.1	
ARNG	100	±0	8	9	11	26	46	±3	3.9	±0.1	
USAR	100	±0	10	10	9	25	47	±5	3.9	±0.2	
USNR	100	±1	6	5	6	22	61	±5	4.3	±0.2	
USMCR	100	±0	17	17	18	23	25	±6	3.2	±0.2	
ANG	100	±0	3	4	9	21	62	±5	4.4	±0.1	
USAFR	100	±0	6	7	5	21	60	±6	4.2	±0.2	
Enlisted	100	±1	8	9	10	24	48	±3	3.9	±0.1	
E1 – E4	100	±0	12	13	15	24	36	±4	3.6	±0.1	
E5 – E9	100	±1	5	6	7	24	58	±3	4.2	±0.1	
Officers	100	±0	4	6	7	25	58	±3	4.3	±0.1	
BLACK	100	±1	8	7	10	31	44	±3	4.0	±0.1	
ARNG	100	±0	7	7	9	33	44	±4	4.0	±0.1	
USAR	100	±1	9	7	12	30	42	±4	3.9	±0.1	
USNR	100	±1	7	7	9	29	48	±5	4.0	±0.2	
USMCR	100	±0	13	18	17	22	31	±9	3.4	±0.3	
ANG	100	±1	6	6	9	29	51	±4	4.1	±0.1	
USAFR	100	±0	5	5	9	30	51	±3	4.2	±0.1	
Enlisted	100	±1	8	7	10	31	44	±3	3.9	±0.1	
E1 – E4	100	±1	12	8	14	31	34	±5	3.7	±0.2	
E5 – E9	100	±1	5	6	8	31	50	±3	4.1	±0.1	
Officers	100	±1	5	7	10	28	50	±3	4.1	±0.1	

Note. Percent responding are Reserve component members who answered the question.



15. Continued	Percent Responding		Percentages					Max ME	Average Likelihood		
			1	2	3	4	5				
HISPANIC	100	±1	7	9	11	29	44	±3	3.9	±0.1	
ARNG	100	±1	8	9	10	30	42	±6	3.9	±0.2	
USAR	100	±0	7	11	13	28	40	±6	3.8	±0.2	
USNR	100	±1	5	5	7	29	54	±8	4.2	±0.2	
USMCR	100	±1	16	15	18	29	23	±8	3.3	±0.2	
ANG	100	±1	3	5	5	32	55	±10	4.3	±0.2	
USAFR	100	±0	3	5	8	30	54	±9	4.3	±0.2	
Enlisted	100	±1	8	9	11	30	42	±4	3.9	±0.1	
E1 – E4	100	±1	9	13	16	31	31	±5	3.6	±0.2	
E5 – E9	100	±1	6	6	7	29	51	±5	4.1	±0.2	
Officers	100	±1	4	8	5	25	58	±5	4.2	±0.1	
AIAN	100	±1	4	8	8	37	44	±12	4.1	±0.2	
ARNG	100	±1	2	4	9	44	41	±16	4.2	±0.2	
USAR	100	±0	8	NR	6	NR	NR	±14	3.6	±0.7	
USNR	100	±0	4	4	9	17	NR	±16	4.3	±0.4	
ANG	100	±0	1	2	5	NR	NR	±5	4.4	±0.4	
USAFR	100	±0	7	6	8	22	57	±16	4.2	±0.4	
Enlisted	100	±1	4	8	8	38	42	±13	4.1	±0.3	
Officers	100	±0	3	4	7	19	68	±13	4.4	±0.2	
ASIAN	100	±1	9	10	12	31	38	±5	3.8	±0.2	
ARNG	100	±0	8	10	13	36	33	±12	3.8	±0.3	
USAR	100	±0	9	11	15	31	34	±9	3.7	±0.2	
USNR	100	±1	4	6	11	29	51	±9	4.2	±0.2	
USMCR	100	±0	18	27	13	24	17	±17	3.0	±0.4	
ANG	100	±1	3	3	9	28	56	±5	4.3	±0.1	
USAFR	100	±1	NR	6	8	29	42	±14	3.7	±0.6	
Enlisted	100	±1	10	10	13	31	36	±6	3.7	±0.2	
Officers	100	±1	6	8	9	32	45	±5	4.0	±0.2	
NHPI	100	±0	5	7	7	30	52	±11	4.1	±0.3	
ARNG	100	±0	4	NR	3	NR	NR	±12	4.1	±0.5	
USAR	100	±0	5	5	14	33	44	±7	4.1	±0.2	
USNR	100	±0	NR	NR	7	NR	NR	±13	4.4	±0.6	
ANG	100	±0	NR	4	5	16	NR	±10	4.3	±0.6	
USAFR	100	±0	8	4	3	29	56	±11	4.2	±0.3	
Enlisted	100	±0	4	7	6	31	51	±12	4.2	±0.3	
Officers	100	±0	NR	4	8	18	NR	±10	4.0	±0.8	
TWO OR MORE RACES	100	±1	7	8	19	22	44	±9	3.9	±0.3	
ARNG	100	±0	4	7	19	22	48	±16	4.0	±0.4	
USAR	100	±1	NR	NR	NR	NR	30	±18	3.5	±0.5	
USNR	100	±0	5	7	14	19	56	±14	4.2	±0.3	
USMCR	100	±0	NR	3	NR	12	NR	±13	NR		
ANG	100	±0	2	2	NR	22	NR	±17	4.1	±0.4	
USAFR	100	±1	NR	NR	NR	22	NR	±17	3.6	±0.6	
Enlisted	100	±1	7	9	21	22	41	±10	3.8	±0.3	
Officers	100	±1	7	4	8	22	59	±11	4.2	±0.3	
USCGR	100	±1	5	6	9	28	53	±4	4.2	±0.1	
White	100	±1	5	6	9	26	54	±5	4.2	±0.2	
Black	100	±0	NR	8	NR	33	53	±15	4.3	±0.3	
Hispanic	100	±0	5	5	6	33	52	±11	4.2	±0.3	
Other Race/Ethnicity	100	±0	7	3	13	35	42	±10	4.0	±0.2	
Enlisted	100	±1	6	7	10	29	49	±5	4.1	±0.2	
E1 – E4	100	±0	9	11	15	28	37	±8	3.7	±0.2	
E5 – E9	100	±1	3	3	5	29	59	±5	4.4	±0.1	
Officers	100	±0	1	3	4	23	69	±6	4.6	±0.1	

NR: Not reportable

**16. In your opinion, how does your spouse/significant other view your participation in the National Guard/Reserve?**

1. Very unfavorably

2. Somewhat unfavorably

3. Neither favorably nor unfavorably

4. Somewhat favorably

5. Very favorably

	Percent Responding		Percentages					Max ME	Average Favorableness		
			1	2	3	4	5				
TOTAL DOD	77	±2	5	11	13	32	39	±2	3.9	±0.1	
ARNG	78	±2	6	13	13	32	36	±3	3.8	±0.1	
USAR	74	±3	7	13	14	33	33	±4	3.7	±0.1	
USNR	81	±3	5	9	12	34	40	±4	3.9	±0.1	
USMCR	65	±5	9	14	16	35	26	±6	3.6	±0.2	
ANG	80	±3	2	8	9	28	54	±5	4.2	±0.1	
USAFR	82	±3	3	8	11	31	48	±5	4.1	±0.1	
Enlisted	76	±2	5	11	13	31	39	±2	3.9	±0.1	
E1 – E4	65	±3	7	14	16	30	33	±3	3.7	±0.1	
E5 – E9	84	±2	4	10	11	32	42	±3	4.0	±0.1	
Officers	88	±2	5	12	10	34	39	±2	3.9	±0.1	
O1 – O3	83	±3	7	16	12	35	30	±3	3.7	±0.1	
O4 – O6	90	±2	3	9	9	34	44	±3	4.1	±0.1	
Male	79	±2	5	12	12	33	38	±2	3.9	±0.1	
Female	68	±3	6	10	15	24	45	±4	3.9	±0.1	
AGR/FTS/AR	88	±3	3	7	8	29	54	±4	4.2	±0.1	
Other Selected Reserve	76	±2	5	12	13	32	37	±2	3.8	±0.1	
Reserve Unit	76	±2	6	12	13	32	37	±2	3.8	±0.1	
Military Technician	82	±4	3	6	11	34	47	±6	4.2	±0.2	
IMA	85	±4	3	7	7	35	48	±6	4.2	±0.2	
Not Activated Past 12 Months	78	±2	5	11	13	32	38	±2	3.9	±0.1	
Activated Past 12 Months	75	±3	5	13	14	30	37	±4	3.8	±0.1	
Not Deployed Past 12 Months	78	±2	5	11	13	31	39	±2	3.9	±0.1	
Deployed Past 12 Months	76	±3	6	12	11	33	38	±3	3.9	±0.1	
Deployed OIF/OEF	75	±3	5	13	12	34	37	±4	3.9	±0.1	
WHITE	78	±2	5	12	12	31	40	±2	3.9	±0.1	
ARNG	78	±3	6	14	12	31	37	±4	3.8	±0.1	
USAR	75	±4	7	14	13	34	32	±5	3.7	±0.2	
USNR	82	±4	5	9	12	32	41	±6	3.9	±0.2	
USMCR	66	±6	10	14	16	36	25	±8	3.5	±0.2	
ANG	81	±4	1	8	9	26	56	±6	4.3	±0.2	
USAFR	84	±4	2	7	11	31	49	±6	4.2	±0.2	
Enlisted	76	±2	5	12	12	30	40	±3	3.9	±0.1	
E1 – E4	64	±4	7	15	15	28	34	±4	3.7	±0.2	
E5 – E9	85	±3	4	10	11	32	43	±3	4.0	±0.1	
Officers	89	±2	4	12	9	34	40	±3	3.9	±0.1	
BLACK	73	±2	5	9	14	33	38	±3	3.9	±0.1	
ARNG	74	±4	5	10	13	34	38	±5	3.9	±0.2	
USAR	72	±4	6	9	16	32	37	±5	3.8	±0.2	
USNR	73	±4	3	9	16	35	36	±5	3.9	±0.1	
USMCR	71	±7	7	12	18	34	30	±12	3.7	±0.3	
ANG	74	±3	3	9	12	34	42	±4	4.0	±0.1	
USAFR	72	±3	3	8	13	30	46	±4	4.1	±0.1	
Enlisted	72	±3	5	9	14	33	38	±3	3.9	±0.1	
E1 – E4	63	±5	9	12	15	31	32	±6	3.7	±0.2	
E5 – E9	78	±3	3	8	14	34	42	±3	4.0	±0.1	
Officers	79	±3	5	10	13	35	38	±4	3.9	±0.1	

Note. Percent responding are Reserve component members who answered the question and who were married, separated, or had a significant other (Q11).

16. Continued	Percent Responding		Percentages					Max ME	Average Favorableness		
			1	2	3	4	5				
HISPANIC	79	±3	6	11	14	33	36	±4	3.8	±0.1	
ARNG	85	±4	7	13	17	31	32	±6	3.7	±0.2	
USAR	74	±6	8	12	13	35	33	±6	3.7	±0.2	
USNR	84	±5	3	10	11	37	39	±9	4.0	±0.2	
USMCR	62	±8	6	11	18	32	33	±11	3.7	±0.2	
ANG	78	±8	3	6	8	34	50	±9	4.2	±0.2	
USAFR	84	±6	2	10	12	27	48	±10	4.1	±0.3	
Enlisted	79	±3	6	11	14	33	35	±4	3.8	±0.1	
E1 – E4	70	±5	7	14	18	31	29	±6	3.6	±0.2	
E5 – E9	85	±3	6	10	12	34	39	±5	3.9	±0.2	
Officers	86	±4	4	10	11	34	40	±5	4.0	±0.1	
AIAN	80	±9	6	10	9	39	36	±13	3.9	±0.3	
ARNG	81	±11	6	10	6	NR	NR	±16	3.9	±0.4	
USAR	75	±22	2	NR	NR	NR	NR	±3	3.6	±0.5	
USNR	88	±8	NR	6	6	NR	NR	±7	NR		
ANG	74	±30	1	5	4	NR	NR	±7	4.6	±0.4	
USAFR	84	±9	3	8	8	NR	NR	±8	4.1	±0.3	
Enlisted	79	±9	6	11	9	38	36	±14	3.9	±0.3	
Officers	91	±4	7	6	8	48	32	±16	3.9	±0.3	
ASIAN	71	±4	5	12	16	31	35	±6	3.8	±0.2	
ARNG	72	±9	6	10	21	28	35	±15	3.8	±0.3	
USAR	70	±6	5	15	15	34	31	±12	3.7	±0.3	
USNR	76	±8	4	9	14	36	36	±11	3.9	±0.2	
USMCR	43	±13	NR	21	22	NR	15	±12	3.4	±0.3	
ANG	76	±5	2	8	14	33	44	±5	4.1	±0.1	
USAFR	79	±12	4	NR	6	27	47	±15	4.0	±0.5	
Enlisted	69	±5	4	11	17	31	36	±8	3.8	±0.2	
Officers	81	±4	6	19	12	32	31	±6	3.6	±0.2	
NHPI	86	±4	3	2	8	38	49	±13	4.3	±0.2	
ARNG	93	±7	NR	1	6	NR	NR	±8	4.3	±0.4	
USAR	74	±6	3	5	10	40	41	±8	4.1	±0.2	
USNR	89	±11	NR	NR	NR	NR	NR	±0	4.1	±0.2	
ANG	90	±6	1	2	6	20	71	±17	4.6	±0.3	
USAFR	78	±8	2	3	8	28	59	±13	4.4	±0.2	
Enlisted	85	±5	3	2	7	38	50	±15	4.3	±0.2	
Officers	91	±5	2	3	NR	NR	NR	±4	4.2	±0.3	
TWO OR MORE RACES	73	±8	5	9	15	37	34	±10	3.9	±0.3	
ARNG	76	±13	1	NR	3	NR	NR	±3	4.1	±0.4	
USAR	70	±20	NR	8	NR	NR	15	±15	3.2	±0.5	
USNR	75	±10	5	7	8	NR	NR	±7	4.0	±0.4	
USMCR	38	±26	NR	NR	NR	NR	NR	±0	NR		
ANG	60	±21	2	5	NR	NR	40	±17	4.1	±0.3	
USAFR	86	±6	NR	3	NR	NR	NR	±3	3.7	±0.6	
Enlisted	71	±9	5	8	16	36	35	±12	3.9	±0.3	
Officers	84	±7	6	14	12	42	27	±14	3.7	±0.3	
USCGR	80	±3	3	8	13	35	41	±4	4.0	±0.1	
White	80	±4	3	7	13	36	41	±5	4.0	±0.2	
Black	75	±13	NR	6	29	29	36	±17	4.0	±0.3	
Hispanic	78	±9	NR	8	9	30	50	±12	4.2	±0.3	
Other Race/Ethnicity	79	±8	2	10	11	45	32	±10	4.0	±0.2	
Enlisted	78	±4	3	7	15	36	39	±5	4.0	±0.2	
E1 – E4	71	±7	6	10	18	35	31	±9	3.7	±0.3	
E5 – E9	84	±4	1	5	13	37	44	±6	4.2	±0.1	
Officers	87	±5	1	9	6	32	51	±7	4.2	±0.2	

NR: Not reportable

**17. In your opinion, how does your family view your participation in the National Guard/Reserve?**

1. Very unfavorably

2. Somewhat unfavorably

3. Neither favorably nor unfavorably

4. Somewhat favorably

5. Very favorably

	Percent Responding		Percentages					Max ME	Average Favorableness		
			1	2	3	4	5				
TOTAL DOD	100	±1	3	7	13	35	41	±2	4.0	±0.1	
ARNG	100	±1	4	8	14	36	39	±3	4.0	±0.1	
USAR	100	±1	4	10	15	38	33	±3	3.9	±0.1	
USNR	100	±1	2	7	11	34	46	±4	4.1	±0.1	
USMCR	100	±1	2	9	14	39	35	±5	4.0	±0.1	
ANG	100	±1	1	3	10	29	56	±4	4.4	±0.1	
USAFR	100	±1	2	5	10	33	51	±4	4.3	±0.1	
Enlisted	100	±1	3	7	13	35	42	±2	4.0	±0.1	
E1 – E4	100	±1	3	7	14	35	40	±3	4.0	±0.1	
E5 – E9	100	±1	3	7	13	35	42	±2	4.1	±0.1	
Officers	100	±1	3	8	11	36	41	±2	4.0	±0.1	
O1 – O3	100	±1	4	11	14	36	35	±3	3.9	±0.1	
O4 – O6	100	±1	2	7	9	37	45	±3	4.2	±0.1	
Male	100	±1	3	7	13	36	41	±2	4.1	±0.1	
Female	100	±1	4	9	12	33	42	±3	4.0	±0.1	
AGR/FTS/AR	100	±1	2	5	8	32	53	±4	4.3	±0.1	
Other Selected Reserve	100	±1	3	8	13	36	40	±2	4.0	±0.1	
Reserve Unit	100	±1	3	8	13	36	40	±2	4.0	±0.1	
Military Technician	99	±1	2	6	12	35	46	±5	4.2	±0.1	
IMA	100	±1	3	4	10	35	48	±5	4.2	±0.2	
Not Activated Past 12 Months	100	±1	3	7	13	36	41	±2	4.0	±0.1	
Activated Past 12 Months	100	±1	4	9	13	35	39	±4	4.0	±0.1	
Not Deployed Past 12 Months	100	±1	3	7	13	35	42	±2	4.1	±0.1	
Deployed Past 12 Months	100	±1	4	8	12	35	41	±3	4.0	±0.1	
Deployed OIF/OEF	100	±1	4	9	12	36	39	±4	4.0	±0.1	
WHITE	100	±1	3	7	12	34	44	±2	4.1	±0.1	
ARNG	100	±1	3	7	13	35	42	±3	4.0	±0.1	
USAR	100	±1	3	10	14	38	36	±5	3.9	±0.1	
USNR	100	±0	2	7	11	33	48	±5	4.2	±0.1	
USMCR	100	±1	2	7	15	39	37	±6	4.0	±0.2	
ANG	100	±1	1	3	9	28	58	±5	4.4	±0.1	
USAFR	100	±0	1	4	9	33	53	±6	4.3	±0.1	
Enlisted	100	±1	3	6	13	34	45	±3	4.1	±0.1	
E1 – E4	100	±1	3	6	13	33	45	±4	4.1	±0.1	
E5 – E9	100	±1	2	7	12	35	44	±3	4.1	±0.1	
Officers	100	±1	3	8	10	36	43	±3	4.1	±0.1	
BLACK	99	±1	3	10	14	39	34	±3	3.9	±0.1	
ARNG	99	±1	3	12	14	38	34	±4	3.9	±0.1	
USAR	99	±1	5	10	14	43	28	±4	3.8	±0.1	
USNR	99	±1	2	6	13	37	41	±5	4.1	±0.1	
USMCR	100	±0	4	12	15	37	32	±9	3.8	±0.2	
ANG	100	±1	1	6	13	36	45	±4	4.2	±0.1	
USAFR	100	±1	2	6	12	35	45	±3	4.2	±0.1	
Enlisted	99	±1	3	10	14	39	34	±3	3.9	±0.1	
E1 – E4	99	±1	4	10	16	41	29	±5	3.8	±0.1	
E5 – E9	100	±1	3	9	13	38	37	±3	4.0	±0.1	
Officers	100	±1	3	11	13	38	36	±3	3.9	±0.1	

Note. Percent responding are Reserve component members who answered the question.

2007 Workplace and Equal Opportunity Survey of Reserve Component Members

17. Continued	Percent Responding		Percentages					Max ME	Average Favorableness		
			1	2	3	4	5				
HISPANIC	99	±1	5	9	14	35	37	±3	3.9	±0.1	
ARNG	100	±1	6	9	16	34	35	±6	3.8	±0.2	
USAR	99	±3	6	12	16	35	31	±6	3.7	±0.2	
USNR	100	±1	1	7	12	38	41	±8	4.1	±0.2	
USMCR	99	±1	3	10	10	43	35	±9	4.0	±0.2	
ANG	100	±1	1	3	11	31	54	±8	4.3	±0.2	
USAFR	100	±1	4	9	8	28	51	±9	4.1	±0.3	
Enlisted	99	±1	5	9	15	34	37	±4	3.9	±0.1	
E1 – E4	99	±2	4	12	15	36	32	±5	3.8	±0.2	
E5 – E9	100	±1	5	7	14	34	41	±4	4.0	±0.1	
Officers	100	±1	3	10	11	35	40	±5	4.0	±0.1	
AIAN	100	±1	3	6	11	35	45	±11	4.1	±0.2	
ARNG	100	±1	1	NR	15	34	43	±16	4.1	±0.3	
USAR	100	±1	3	4	6	NR	NR	±5	4.3	±0.3	
USNR	100	±0	NR	10	5	NR	NR	±16	NR		
ANG	100	±0	0	2	NR	NR	NR	±3	4.3	±0.4	
USAFR	100	±0	1	2	4	NR	NR	±4	4.4	±0.2	
Enlisted	100	±1	3	5	11	35	46	±12	4.2	±0.3	
Officers	100	±0	5	8	13	36	38	±16	3.9	±0.3	
ASIAN	100	±1	4	9	19	35	32	±5	3.8	±0.1	
ARNG	100	±1	6	9	21	37	26	±11	3.7	±0.3	
USAR	100	±1	5	14	20	30	31	±11	3.7	±0.2	
USNR	100	±1	2	5	20	35	39	±10	4.0	±0.2	
USMCR	100	±0	5	16	28	31	19	±16	3.4	±0.3	
ANG	100	±1	1	3	15	31	50	±5	4.3	±0.1	
USAFR	100	±1	3	4	11	45	38	±15	4.1	±0.2	
Enlisted	100	±1	4	9	19	35	32	±6	3.8	±0.2	
Officers	100	±1	4	10	20	34	33	±5	3.8	±0.2	
NHPI	100	±0	3	3	5	42	46	±11	4.2	±0.2	
ARNG	100	±0	NR	1	4	NR	NR	±5	4.2	±0.3	
USAR	100	±0	4	6	8	39	42	±7	4.1	±0.2	
USNR	100	±0	1	NR	3	NR	NR	±7	4.5	±0.4	
ANG	100	±0	1	3	4	29	NR	±16	4.5	±0.3	
USAFR	100	±0	2	4	6	34	55	±11	4.4	±0.2	
Enlisted	100	±0	4	3	5	42	46	±13	4.2	±0.2	
Officers	100	±0	1	2	5	NR	NR	±6	4.3	±0.3	
TWO OR MORE RACES	100	±1	2	7	14	40	37	±9	4.0	±0.2	
ARNG	100	±1	0	8	9	49	33	±16	4.1	±0.3	
USAR	100	±0	NR	5	17	NR	NR	±16	3.9	±0.5	
USNR	100	±0	2	7	11	34	NR	±14	4.2	±0.3	
USMCR	99	±2	1	NR	9	NR	NR	±15	NR		
ANG	100	±0	1	7	NR	NR	NR	±14	4.1	±0.4	
USAFR	100	±0	1	3	NR	NR	NR	±3	4.1	±0.4	
Enlisted	100	±1	2	6	14	40	38	±10	4.0	±0.2	
Officers	100	±0	3	14	11	40	32	±13	3.8	±0.3	
USCGR	100	±0	1	3	10	32	54	±4	4.4	±0.1	
White	100	±0	0	2	10	33	55	±5	4.4	±0.1	
Black	100	±0	NR	4	24	31	39	±15	4.0	±0.3	
Hispanic	100	±0	NR	5	7	29	58	±11	4.4	±0.2	
Other Race/Ethnicity	100	±0	2	2	12	33	51	±9	4.3	±0.2	
Enlisted	100	±0	1	2	11	33	53	±5	4.3	±0.1	
E1 – E4	100	±0	1	2	13	32	52	±8	4.3	±0.2	
E5 – E9	100	±0	1	2	10	34	53	±5	4.4	±0.1	
Officers	100	±0	1	4	7	27	61	±7	4.4	±0.2	

NR: Not reportable

**18. In general, has your life been better or worse than you expected when you first entered the National Guard/Reserve?**1. Much worse  
4. Better2. Worse  
5. Much better

3. Neither better nor worse

	Percent Responding		Percentages					Max ME	Degree Expectations Exceeded		
			1	2	3	4	5				
TOTAL DOD	100	±1	2	7	28	44	19	±2	3.7	±0.1	
ARNG	100	±1	2	7	27	44	19	±3	3.7	±0.1	
USAR	100	±1	2	8	31	43	16	±3	3.6	±0.1	
USNR	100	±1	1	5	33	40	22	±4	3.8	±0.1	
USMCR	100	±1	4	10	34	40	12	±5	3.5	±0.1	
ANG	100	±1	0	3	24	45	28	±4	4.0	±0.1	
USAFR	100	±1	1	4	27	49	19	±4	3.8	±0.1	
Enlisted	100	±1	2	7	28	44	19	±2	3.7	±0.1	
E1 – E4	100	±1	3	9	31	41	16	±3	3.6	±0.1	
E5 – E9	100	±1	1	5	26	46	22	±3	3.8	±0.1	
Officers	100	±1	1	6	29	44	20	±2	3.8	±0.1	
O1 – O3	100	±1	2	7	31	43	17	±3	3.7	±0.1	
O4 – O6	100	±1	0	5	28	44	22	±3	3.8	±0.1	
Male	100	±1	2	7	28	44	19	±2	3.7	±0.1	
Female	100	±1	1	7	30	43	19	±3	3.7	±0.1	
AGR/FTS/AR	99	±1	1	4	19	45	30	±4	4.0	±0.1	
Other Selected Reserve	100	±1	2	7	29	44	18	±2	3.7	±0.1	
Reserve Unit	100	±1	2	7	29	44	18	±2	3.7	±0.1	
Military Technician	100	±1	0	3	23	44	29	±5	4.0	±0.1	
IMA	100	±1	1	4	30	47	18	±6	3.8	±0.1	
Not Activated Past 12 Months	100	±1	2	6	29	44	19	±2	3.7	±0.1	
Activated Past 12 Months	100	±1	2	9	29	44	16	±4	3.6	±0.1	
Not Deployed Past 12 Months	100	±1	2	6	29	44	20	±2	3.7	±0.1	
Deployed Past 12 Months	100	±1	2	9	27	44	18	±3	3.7	±0.1	
Deployed OIF/OEF	100	±1	2	8	29	43	17	±4	3.7	±0.1	
WHITE	100	±1	2	7	28	44	19	±2	3.7	±0.1	
ARNG	100	±1	2	8	27	44	18	±3	3.7	±0.1	
USAR	100	±0	2	8	32	44	15	±5	3.6	±0.1	
USNR	100	±0	1	5	31	40	23	±5	3.8	±0.1	
USMCR	100	±1	4	11	35	40	10	±6	3.4	±0.2	
ANG	100	±1	0	3	25	44	28	±5	4.0	±0.1	
USAFR	100	±1	1	4	25	50	19	±6	3.8	±0.1	
Enlisted	100	±1	2	7	28	44	19	±3	3.7	±0.1	
E1 – E4	100	±1	3	10	31	41	15	±4	3.6	±0.1	
E5 – E9	100	±1	1	5	26	47	22	±3	3.8	±0.1	
Officers	100	±1	1	6	29	44	21	±3	3.8	±0.1	
BLACK	100	±1	1	6	30	46	18	±3	3.7	±0.1	
ARNG	99	±1	1	5	29	46	19	±5	3.8	±0.1	
USAR	100	±1	2	7	31	47	14	±4	3.6	±0.1	
USNR	100	±1	1	4	32	44	20	±4	3.8	±0.1	
USMCR	100	±0	3	5	34	38	19	±10	3.6	±0.2	
ANG	100	±0	1	3	26	46	24	±4	3.9	±0.1	
USAFR	100	±1	1	4	29	45	21	±3	3.8	±0.1	
Enlisted	100	±1	1	6	30	46	17	±3	3.7	±0.1	
E1 – E4	100	±1	2	9	32	42	14	±5	3.6	±0.1	
E5 – E9	99	±1	1	4	28	48	19	±3	3.8	±0.1	
Officers	100	±1	1	4	31	45	20	±3	3.8	±0.1	

Note. Percent responding are Reserve component members who answered the question.

## 2007 Workplace and Equal Opportunity Survey of Reserve Component Members

18. Continued	Percent Responding		Percentages					Max ME	Degree Expectations Exceeded		
			1	2	3	4	5				
HISPANIC	100	±1	2	6	26	42	23	±3	3.8	±0.1	
ARNG	100	±0	3	6	22	43	26	±6	3.8	±0.2	
USAR	100	±1	3	8	29	40	21	±6	3.7	±0.2	
USNR	100	±1	0	6	36	39	19	±8	3.7	±0.2	
USMCR	100	±1	3	9	30	40	18	±8	3.6	±0.2	
ANG	100	±0	1	2	15	48	34	±8	4.1	±0.1	
USAFR	100	±1	1	3	29	47	21	±9	3.8	±0.2	
Enlisted	100	±1	2	6	26	42	23	±4	3.8	±0.1	
E1 – E4	100	±1	3	7	26	42	23	±6	3.7	±0.2	
E5 – E9	100	±1	2	5	27	42	24	±5	3.8	±0.1	
Officers	100	±1	2	7	23	46	23	±5	3.8	±0.1	
AIAN	100	±1	1	7	29	41	22	±11	3.8	±0.2	
ARNG	100	±1	1	5	32	41	22	±17	3.8	±0.3	
USAR	100	±0	1	NR	NR	NR	10	±9	3.5	±0.5	
USNR	100	±0	0	5	NR	NR	NR	±6	3.7	±0.5	
ANG	100	±0	0	1	8	NR	NR	±8	4.4	±0.4	
USAFR	100	±0	2	10	NR	29	NR	±13	3.6	±0.4	
Enlisted	100	±1	1	7	29	41	22	±12	3.8	±0.2	
Officers	100	±0	1	8	24	43	24	±15	3.8	±0.3	
ASIAN	100	±1	2	10	32	42	15	±5	3.6	±0.1	
ARNG	100	±1	1	16	27	46	10	±11	3.5	±0.2	
USAR	100	±1	2	8	32	42	15	±10	3.6	±0.2	
USNR	100	±0	0	4	40	36	20	±11	3.7	±0.2	
USMCR	100	±0	1	14	41	36	8	±16	3.4	±0.3	
ANG	99	±1	1	3	19	49	28	±5	4.0	±0.1	
USAFR	100	±0	NR	4	40	35	13	±15	3.4	±0.4	
Enlisted	100	±1	2	10	32	42	15	±6	3.6	±0.1	
Officers	100	±1	3	8	33	43	14	±5	3.6	±0.1	
NHPI	100	±0	1	2	32	42	23	±12	3.8	±0.2	
ARNG	100	±0	NR	1	NR	NR	13	±14	3.7	±0.3	
USAR	100	±0	1	4	27	45	24	±7	3.9	±0.2	
USNR	100	±0	1	4	NR	NR	13	±16	3.4	±0.4	
ANG	100	±0	0	1	14	NR	NR	±10	4.3	±0.3	
USAFR	100	±0	2	3	25	44	25	±11	3.9	±0.2	
Enlisted	100	±0	1	2	33	41	23	±13	3.8	±0.2	
Officers	100	±0	1	2	20	NR	22	±16	4.0	±0.3	
TWO OR MORE RACES	100	±1	2	9	36	40	13	±9	3.5	±0.2	
ARNG	100	±1	0	4	45	34	16	±16	3.6	±0.3	
USAR	100	±0	NR	NR	NR	NR	12	±13	3.1	±0.5	
USNR	100	±0	3	6	38	NR	11	±14	3.5	±0.2	
USMCR	100	±0	1	NR	NR	NR	4	±7	3.5	±0.4	
ANG	100	±1	1	NR	NR	NR	17	±13	3.8	±0.3	
USAFR	100	±0	1	3	NR	NR	5	±4	3.7	±0.2	
Enlisted	100	±1	2	8	37	40	13	±10	3.5	±0.2	
Officers	100	±1	4	11	29	43	13	±13	3.5	±0.3	
USCGR	100	±0	0	4	28	47	20	±4	3.8	±0.1	
White	100	±0	0	5	29	47	20	±5	3.8	±0.1	
Black	100	±0	NR	3	25	54	19	±15	3.9	±0.2	
Hispanic	100	±0	NR	3	25	42	30	±11	4.0	±0.2	
Other Race/Ethnicity	100	±0	1	6	28	49	16	±9	3.7	±0.2	
Enlisted	100	±0	0	5	29	47	20	±5	3.8	±0.1	
E1 – E4	100	±0	0	7	32	43	18	±8	3.7	±0.2	
E5 – E9	100	±0	0	3	27	50	21	±5	3.9	±0.1	
Officers	100	±0	0	3	24	49	24	±7	3.9	±0.1	

NR: Not reportable

**19. In general, has your National Guard/Reserve duty been better or worse than you expected when you first entered the National Guard/Reserve?**

1. Much worse  
4. Better

2. Worse  
5. Much better

3. Neither better nor worse

	Percent Responding		Percentages					Max ME	Degree Expectations Exceeded		
			1	2	3	4	5				
TOTAL DOD	100	±1	3	12	31	38	15	±2	3.5	±0.1	
ARNG	100	±1	4	13	30	39	14	±3	3.5	±0.1	
USAR	100	±1	4	14	34	37	12	±3	3.4	±0.1	
USNR	100	±1	2	10	33	38	17	±4	3.6	±0.1	
USMCR	99	±1	5	18	37	33	7	±5	3.2	±0.1	
ANG	100	±1	1	7	31	39	23	±4	3.8	±0.1	
USAFR	100	±1	2	9	30	42	17	±4	3.6	±0.1	
Enlisted	100	±1	4	12	32	38	14	±2	3.5	±0.1	
E1 – E4	100	±1	5	15	35	33	12	±3	3.3	±0.1	
E5 – E9	100	±1	2	10	29	42	16	±2	3.6	±0.1	
Officers	100	±1	2	10	30	40	18	±2	3.6	±0.1	
O1 – O3	100	±1	3	12	32	39	13	±3	3.5	±0.1	
O4 – O6	100	±1	2	8	28	41	21	±3	3.7	±0.1	
Male	100	±1	3	12	31	39	15	±2	3.5	±0.1	
Female	100	±1	3	12	33	37	15	±3	3.5	±0.1	
AGR/FTS/AR	100	±1	3	7	26	43	21	±4	3.7	±0.1	
Other Selected Reserve	100	±1	3	12	32	38	14	±2	3.5	±0.1	
Reserve Unit	100	±1	3	12	32	38	14	±2	3.5	±0.1	
Military Technician	100	±1	1	10	25	44	19	±5	3.7	±0.1	
IMA	100	±1	2	7	29	44	18	±6	3.7	±0.1	
Not Activated Past 12 Months	100	±1	3	11	32	39	15	±2	3.5	±0.1	
Activated Past 12 Months	100	±1	4	14	33	36	13	±4	3.4	±0.1	
Not Deployed Past 12 Months	100	±1	3	11	31	39	15	±2	3.5	±0.1	
Deployed Past 12 Months	100	±1	4	13	31	36	15	±3	3.5	±0.1	
Deployed OIF/OEF	100	±1	5	14	31	36	14	±4	3.4	±0.1	
WHITE	100	±1	3	12	32	38	15	±2	3.5	±0.1	
ARNG	100	±1	4	13	30	40	14	±3	3.5	±0.1	
USAR	100	±1	4	14	34	36	12	±5	3.4	±0.1	
USNR	100	±1	2	11	31	38	18	±5	3.6	±0.1	
USMCR	99	±1	6	20	37	31	6	±6	3.1	±0.2	
ANG	100	±0	1	6	32	37	23	±5	3.8	±0.1	
USAFR	100	±1	1	9	29	44	17	±6	3.7	±0.1	
Enlisted	100	±1	4	12	32	38	14	±3	3.5	±0.1	
E1 – E4	100	±1	5	16	35	32	12	±4	3.3	±0.1	
E5 – E9	100	±1	2	9	30	42	16	±3	3.6	±0.1	
Officers	100	±1	2	10	30	40	19	±3	3.6	±0.1	
BLACK	100	±1	3	11	30	41	15	±3	3.5	±0.1	
ARNG	100	±1	4	12	27	42	15	±4	3.5	±0.1	
USAR	100	±1	3	12	32	40	12	±4	3.5	±0.1	
USNR	99	±1	2	8	34	40	16	±4	3.6	±0.1	
USMCR	98	±2	5	10	36	35	14	±9	3.4	±0.2	
ANG	100	±1	2	10	25	42	21	±4	3.7	±0.1	
USAFR	100	±1	2	9	30	42	17	±3	3.6	±0.1	
Enlisted	100	±1	4	11	30	41	15	±3	3.5	±0.1	
E1 – E4	100	±1	6	13	34	34	13	±5	3.3	±0.1	
E5 – E9	100	±1	2	10	27	45	16	±3	3.6	±0.1	
Officers	100	±1	2	10	28	42	17	±3	3.6	±0.1	

Note. Percent responding are Reserve component members who answered the question.



2007 Workplace and Equal Opportunity Survey of Reserve Component Members

19. Continued	Percent Responding		Percentages					Max ME	Degree Expectations Exceeded		
			1	2	3	4	5				
HISPANIC	100	±1	4	11	31	38	16	±3	3.5	±0.1	
ARNG	100	±1	6	11	29	37	18	±6	3.5	±0.2	
USAR	99	±1	3	13	36	36	12	±6	3.4	±0.1	
USNR	100	±1	1	7	39	37	16	±8	3.6	±0.2	
USMCR	100	±1	4	14	33	38	12	±8	3.4	±0.2	
ANG	99	±1	1	6	20	48	25	±8	3.9	±0.2	
USAFR	100	±0	1	10	30	42	17	±9	3.6	±0.2	
Enlisted	100	±1	4	11	32	38	15	±4	3.5	±0.1	
E1 – E4	100	±1	5	14	34	33	14	±5	3.4	±0.2	
E5 – E9	100	±1	3	9	30	43	16	±5	3.6	±0.1	
Officers	100	±1	3	11	28	38	20	±5	3.6	±0.1	
AIAN	100	±1	2	13	38	33	14	±11	3.4	±0.2	
ARNG	100	±0	1	14	38	34	13	±17	3.4	±0.3	
USAR	100	±0	NR	NR	NR	NR	9	±10	3.2	±0.4	
USNR	100	±1	1	9	NR	NR	10	±8	3.4	±0.3	
ANG	100	±0	1	5	NR	NR	NR	±5	NR		
USAFR	100	±0	2	14	NR	22	NR	±11	3.5	±0.4	
Enlisted	100	±1	2	13	39	32	13	±12	3.4	±0.3	
Officers	100	±1	1	8	25	45	21	±15	3.8	±0.2	
ASIAN	100	±1	5	11	37	37	11	±5	3.4	±0.1	
ARNG	100	±1	6	11	35	37	11	±11	3.3	±0.3	
USAR	100	±1	5	11	37	36	12	±11	3.4	±0.2	
USNR	100	±1	1	13	33	38	14	±11	3.5	±0.2	
USMCR	100	±0	5	13	56	24	3	±17	3.1	±0.2	
ANG	100	±1	2	6	27	47	18	±5	3.7	±0.1	
USAFR	100	±0	NR	7	40	35	10	±15	3.3	±0.4	
Enlisted	100	±1	5	11	36	36	12	±6	3.4	±0.2	
Officers	100	±1	5	11	37	38	9	±6	3.4	±0.1	
NHPI	100	±1	2	5	31	42	20	±11	3.7	±0.2	
ARNG	100	±0	1	3	NR	NR	NR	±4	3.8	±0.3	
USAR	100	±1	2	8	33	39	17	±7	3.6	±0.2	
USNR	100	±0	NR	6	NR	NR	NR	±13	NR		
ANG	100	±1	1	5	NR	NR	24	±15	3.8	±0.4	
USAFR	99	±2	4	9	32	32	22	±11	3.6	±0.3	
Enlisted	100	±1	2	6	31	41	20	±12	3.7	±0.2	
Officers	98	±3	1	5	29	NR	13	±16	3.7	±0.2	
TWO OR MORE RACES	100	±1	4	19	28	36	14	±9	3.4	±0.2	
ARNG	100	±0	3	20	23	38	16	±16	3.5	±0.4	
USAR	100	±1	NR	NR	NR	NR	11	±13	3.0	±0.5	
USNR	100	±0	6	12	29	29	NR	±14	3.5	±0.5	
USMCR	100	±0	1	11	NR	NR	5	±15	3.4	±0.4	
ANG	100	±1	2	9	NR	NR	9	±13	3.5	±0.3	
USAFR	100	±0	2	NR	NR	32	NR	±17	3.4	±0.4	
Enlisted	100	±1	3	19	28	36	14	±10	3.4	±0.2	
Officers	100	±1	8	19	27	35	11	±13	3.2	±0.3	
USCGR	100	±1	2	13	31	40	15	±4	3.5	±0.1	
White	100	±1	1	13	32	39	14	±5	3.5	±0.1	
Black	98	±5	NR	6	27	42	26	±15	3.9	±0.3	
Hispanic	100	±0	3	8	24	45	19	±11	3.7	±0.3	
Other Race/Ethnicity	100	±0	1	17	31	39	12	±9	3.4	±0.2	
Enlisted	100	±1	2	13	32	40	13	±5	3.5	±0.1	
E1 – E4	99	±2	3	19	32	37	9	±8	3.3	±0.2	
E5 – E9	100	±1	1	9	32	42	16	±5	3.6	±0.1	
Officers	100	±0	1	9	28	39	23	±7	3.7	±0.2	

NR: Not reportable






















































**20. Overall, how satisfied are you with the military way of life?**1. Very dissatisfied  
4. Satisfied2. Dissatisfied  
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
TOTAL DOD	100	±1	3	9	14	50	24	±2	3.8	±0.1	
ARNG	100	±1	3	10	15	49	23	±3	3.8	±0.1	
USAR	100	±1	2	12	15	50	20	±3	3.7	±0.1	
USNR	100	±1	1	7	12	53	26	±4	3.9	±0.1	
USMCR	100	±1	4	13	21	46	16	±5	3.6	±0.1	
ANG	100	±1	1	4	11	52	32	±4	4.1	±0.1	
USAFR	100	±0	1	6	12	54	28	±4	4.0	±0.1	
Enlisted	100	±1	3	10	15	50	23	±2	3.8	±0.1	
E1 – E4	100	±1	4	13	18	47	18	±3	3.6	±0.1	
E5 – E9	100	±1	2	7	12	52	26	±3	3.9	±0.1	
Officers	100	±1	2	6	11	52	29	±2	4.0	±0.1	
O1 – O3	100	±0	3	9	14	52	21	±3	3.8	±0.1	
O4 – O6	100	±1	1	4	9	51	34	±3	4.1	±0.1	
Male	100	±1	3	9	14	51	24	±2	3.8	±0.1	
Female	100	±1	3	10	17	48	22	±3	3.8	±0.1	
AGR/FTS/AR	100	±1	1	4	9	52	34	±4	4.1	±0.1	
Other Selected Reserve	100	±1	3	10	15	50	23	±2	3.8	±0.1	
Reserve Unit	100	±1	3	10	15	50	23	±2	3.8	±0.1	
Military Technician	100	±1	2	7	12	52	27	±5	4.0	±0.1	
IMA	100	±1	1	3	9	52	35	±6	4.2	±0.1	
Not Activated Past 12 Months	100	±1	2	9	14	51	24	±2	3.8	±0.1	
Activated Past 12 Months	100	±1	3	10	17	48	22	±4	3.8	±0.1	
Not Deployed Past 12 Months	100	±1	2	9	14	51	24	±2	3.9	±0.1	
Deployed Past 12 Months	100	±1	4	10	15	49	23	±3	3.8	±0.1	
Deployed OIF/OEF	100	±1	4	11	14	49	22	±4	3.7	±0.1	
WHITE	100	±1	3	9	14	49	25	±2	3.8	±0.1	
ARNG	100	±0	3	11	15	47	24	±3	3.8	±0.1	
USAR	100	±1	2	12	15	49	22	±5	3.8	±0.1	
USNR	99	±1	1	7	11	54	26	±5	4.0	±0.1	
USMCR	100	±1	5	13	21	46	15	±6	3.5	±0.2	
ANG	100	±1	1	4	11	52	32	±5	4.1	±0.1	
USAFR	100	±0	2	5	11	53	29	±6	4.0	±0.1	
Enlisted	100	±1	3	10	14	49	24	±3	3.8	±0.1	
E1 – E4	100	±1	4	14	17	46	19	±4	3.6	±0.1	
E5 – E9	100	±1	2	7	12	51	27	±3	3.9	±0.1	
Officers	100	±1	2	6	11	51	30	±3	4.0	±0.1	
BLACK	100	±1	2	9	13	54	22	±3	3.8	±0.1	
ARNG	100	±1	3	7	12	54	23	±4	3.9	±0.1	
USAR	100	±1	2	11	14	53	19	±4	3.7	±0.1	
USNR	100	±1	1	7	13	57	23	±4	3.9	±0.1	
USMCR	99	±2	2	8	20	52	19	±9	3.8	±0.2	
ANG	100	±1	2	6	12	55	26	±4	4.0	±0.1	
USAFR	100	±0	2	7	11	55	26	±3	4.0	±0.1	
Enlisted	100	±1	3	9	13	54	21	±3	3.8	±0.1	
E1 – E4	100	±1	4	12	19	47	18	±5	3.6	±0.1	
E5 – E9	100	±1	1	7	10	58	24	±3	4.0	±0.1	
Officers	100	±1	1	6	11	55	25	±3	4.0	±0.1	

Note. Percent responding are Reserve component members who answered the question.

2007 Workplace and Equal Opportunity Survey of Reserve Component Members

20. Continued	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
HISPANIC	100	±1	3	8	15	50	24	±3	3.8	±0.1	
ARNG	100	±0	4	8	15	48	25	±6	3.8	±0.2	
USAR	100	±0	3	11	16	51	20	±6	3.7	±0.2	
USNR	100	±1	2	6	15	47	30	±8	4.0	±0.2	
USMCR	100	±0	3	13	19	48	17	±8	3.6	±0.2	
ANG	100	±0	1	4	7	56	33	±8	4.2	±0.1	
USAFR	100	±0	1	8	12	51	28	±9	4.0	±0.2	
Enlisted	100	±1	3	9	16	49	24	±4	3.8	±0.1	
E1 – E4	100	±0	5	8	21	45	20	±6	3.7	±0.2	
E5 – E9	100	±1	1	9	11	53	27	±5	4.0	±0.1	
Officers	100	±0	2	7	8	53	29	±5	4.0	±0.1	
AIAN	100	±0	1	11	15	51	21	±11	3.8	±0.2	
ARNG	100	±0	0	9	16	59	16	±15	3.8	±0.3	
USAR	100	±0	2	NR	NR	NR	NR	±2	3.6	±0.5	
USNR	100	±0	1	NR	NR	NR	14	±10	3.4	±0.6	
ANG	100	±0	0	2	4	NR	NR	±5	4.4	±0.4	
USAFR	100	±0	1	8	10	NR	35	±18	4.1	±0.3	
Enlisted	100	±0	1	12	15	51	21	±12	3.8	±0.3	
Officers	100	±0	2	8	10	54	25	±14	3.9	±0.2	
ASIAN	100	±1	3	9	17	53	18	±5	3.7	±0.1	
ARNG	100	±0	5	10	14	54	16	±12	3.6	±0.3	
USAR	100	±0	3	10	23	45	18	±10	3.7	±0.2	
USNR	100	±0	1	11	12	57	18	±12	3.8	±0.2	
USMCR	100	±0	4	14	34	42	6	±16	3.3	±0.3	
ANG	100	±1	1	4	13	59	23	±5	4.0	±0.1	
USAFR	100	±0	1	5	10	60	24	±14	4.0	±0.2	
Enlisted	100	±1	3	10	17	52	18	±6	3.7	±0.2	
Officers	100	±0	3	8	16	56	18	±5	3.8	±0.1	
NHPI	100	±1	1	5	16	54	24	±11	4.0	±0.2	
ARNG	100	±0	0	4	NR	NR	13	±13	3.9	±0.3	
USAR	100	±1	2	5	17	49	27	±7	3.9	±0.2	
USNR	100	±0	NR	NR	4	NR	NR	±9	4.1	±0.2	
ANG	100	±0	0	3	11	NR	NR	±9	4.3	±0.3	
USAFR	100	±0	3	10	14	47	26	±11	3.8	±0.3	
Enlisted	100	±1	1	5	17	54	23	±12	3.9	±0.2	
Officers	100	±0	1	3	7	NR	NR	±6	4.2	±0.3	
TWO OR MORE RACES	100	±1	3	10	20	50	16	±9	3.7	±0.2	
ARNG	100	±0	NR	9	22	48	16	±15	3.6	±0.4	
USAR	98	±3	3	NR	NR	NR	9	±10	3.4	±0.4	
USNR	100	±1	2	14	12	55	18	±15	3.7	±0.2	
USMCR	100	±0	1	6	NR	NR	NR	±13	NR		
ANG	100	±0	NR	3	NR	NR	NR	±3	3.9	±0.4	
USAFR	100	±0	1	7	NR	NR	9	±8	3.7	±0.2	
Enlisted	100	±1	2	10	21	51	15	±10	3.7	±0.2	
Officers	98	±5	9	11	14	43	23	±15	3.6	±0.4	
USCGR	100	±1	1	6	17	56	21	±4	3.9	±0.1	
White	100	±1	1	6	17	55	21	±5	3.9	±0.1	
Black	100	±0	NR	3	21	51	25	±15	4.0	±0.3	
Hispanic	100	±0	NR	4	11	58	25	±11	4.0	±0.2	
Other Race/Ethnicity	100	±0	1	5	18	59	17	±10	3.9	±0.2	
Enlisted	100	±0	1	7	18	56	18	±5	3.8	±0.1	
E1 – E4	100	±0	1	10	24	49	15	±8	3.7	±0.2	
E5 – E9	100	±0	1	4	13	61	21	±5	4.0	±0.1	
Officers	100	±1	0	1	9	55	35	±7	4.2	±0.1	

NR: Not reportable

21. How much do you agree or disagree with each of the following statements about serving in the National Guard/Reserve?

a. I enjoy serving in the National Guard/Reserve.

1. Strongly disagree  
4. Agree

2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	100	±1	2	4	9	45	39	±2	4.1	±0.1	
ARNG	100	±1	3	4	9	45	39	±3	4.1	±0.1	
USAR	100	±1	2	6	11	49	32	±3	4.0	±0.1	
USNR	99	±1	1	4	9	42	44	±4	4.2	±0.1	
USMCR	100	±1	3	8	13	51	25	±5	3.9	±0.1	
ANG	100	±1	1	2	7	41	49	±4	4.4	±0.1	
USAFR	100	±1	0	5	6	41	48	±4	4.3	±0.1	
Enlisted	100	±1	2	5	10	45	38	±2	4.1	±0.1	
E1 – E4	100	±1	3	6	12	46	32	±3	4.0	±0.1	
E5 – E9	100	±1	1	3	8	45	42	±3	4.2	±0.1	
Officers	100	±1	1	4	6	44	45	±2	4.3	±0.1	
O1 – O3	100	±1	2	5	8	46	39	±3	4.2	±0.1	
O4 – O6	100	±1	1	3	5	42	50	±3	4.4	±0.1	
Male	100	±1	2	4	9	45	40	±2	4.2	±0.1	
Female	100	±1	2	5	9	46	38	±3	4.1	±0.1	
AGR/FTS/AR	100	±1	1	2	8	43	46	±4	4.3	±0.1	
Other Selected Reserve	100	±1	2	5	9	45	39	±2	4.1	±0.1	
Reserve Unit	100	±1	2	5	10	45	38	±2	4.1	±0.1	
Military Technician	100	±1	0	3	8	46	42	±5	4.3	±0.1	
IMA	100	±1	1	3	4	44	48	±6	4.3	±0.1	
Not Activated Past 12 Months	100	±1	2	5	9	45	39	±2	4.2	±0.1	
Activated Past 12 Months	99	±1	3	4	10	45	38	±4	4.1	±0.1	
Not Deployed Past 12 Months	100	±1	2	4	9	45	40	±2	4.2	±0.1	
Deployed Past 12 Months	99	±1	3	5	9	45	38	±3	4.1	±0.1	
Deployed OIF/OEF	99	±1	4	5	9	46	36	±4	4.1	±0.1	
WHITE	100	±1	2	4	9	44	41	±2	4.2	±0.1	
ARNG	100	±1	3	4	9	44	39	±3	4.1	±0.1	
USAR	100	±1	1	6	10	49	34	±5	4.1	±0.1	
USNR	99	±1	2	3	9	41	45	±5	4.2	±0.1	
USMCR	99	±1	4	8	13	53	22	±6	3.8	±0.2	
ANG	100	±1	1	2	7	40	50	±5	4.4	±0.1	
USAFR	100	±1	0	5	5	39	51	±6	4.3	±0.1	
Enlisted	100	±1	2	5	9	44	39	±3	4.1	±0.1	
E1 – E4	100	±1	3	7	12	45	33	±4	4.0	±0.1	
E5 – E9	100	±1	2	3	8	43	44	±3	4.2	±0.1	
Officers	100	±1	1	4	6	44	46	±3	4.3	±0.1	
BLACK	99	±1	2	4	10	49	36	±3	4.1	±0.1	
ARNG	99	±1	3	3	9	46	39	±5	4.1	±0.1	
USAR	99	±1	2	4	11	52	31	±4	4.0	±0.1	
USNR	100	±1	1	3	9	50	36	±4	4.2	±0.1	
USMCR	100	±0	3	4	15	50	28	±8	4.0	±0.2	
ANG	100	±1	1	3	9	46	42	±4	4.2	±0.1	
USAFR	100	±1	1	2	9	47	41	±3	4.3	±0.1	
Enlisted	99	±1	2	4	10	49	35	±3	4.1	±0.1	
E1 – E4	99	±1	4	6	13	44	33	±5	3.9	±0.1	
E5 – E9	99	±1	1	2	8	51	37	±3	4.2	±0.1	
Officers	99	±1	1	3	8	49	40	±3	4.2	±0.1	

Note. Percent responding are Reserve component members who answered the question.

21a. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
HISPANIC	99	±1	2	5	10	43	40	±3	4.2	±0.1	
ARNG	99	±1	1	5	9	44	40	±6	4.2	±0.2	
USAR	99	±1	3	6	15	44	33	±6	4.0	±0.2	
USNR	100	±1	1	4	4	41	50	±8	4.4	±0.2	
USMCR	100	±1	3	7	11	46	33	±8	4.0	±0.2	
ANG	100	±1	1	2	5	42	51	±8	4.4	±0.1	
USAFR	99	±1	0	4	7	40	48	±9	4.3	±0.2	
Enlisted	99	±1	2	5	10	43	39	±4	4.1	±0.1	
E1 – E4	99	±1	3	6	13	45	34	±6	4.0	±0.1	
E5 – E9	99	±1	1	5	8	42	44	±5	4.2	±0.1	
Officers	100	±1	2	3	6	41	47	±5	4.3	±0.1	
AIAN	100	±1	1	5	13	48	34	±11	4.1	±0.2	
ARNG	100	±0	1	1	11	59	29	±15	4.1	±0.2	
USAR	100	±1	1	NR	NR	NR	NR	±2	NR		
USNR	100	±1	0	5	NR	19	NR	±13	3.9	±0.5	
ANG	100	±1	0	1	2	NR	NR	±3	4.4	±0.4	
USAFR	100	±1	0	4	10	29	56	±16	4.4	±0.3	
Enlisted	100	±1	1	5	14	49	31	±12	4.1	±0.2	
Officers	100	±1	1	3	6	31	60	±13	4.5	±0.2	
ASIAN	100	±1	3	5	13	51	28	±5	4.0	±0.1	
ARNG	100	±0	5	4	11	52	28	±13	3.9	±0.3	
USAR	100	±1	2	6	18	55	19	±7	3.8	±0.1	
USNR	100	±1	0	5	15	43	37	±10	4.1	±0.2	
USMCR	100	±0	2	NR	22	52	13	±14	3.6	±0.3	
ANG	100	±1	1	1	9	50	39	±5	4.2	±0.1	
USAFR	100	±1	1	3	7	48	41	±14	4.2	±0.2	
Enlisted	100	±1	3	5	14	51	27	±6	3.9	±0.2	
Officers	100	±0	1	6	11	49	33	±5	4.1	±0.1	
NHPI	100	±1	1	2	9	56	32	±10	4.2	±0.1	
ARNG	99	±2	0	1	9	75	14	±17	4.0	±0.2	
USAR	100	±0	2	3	11	45	40	±7	4.2	±0.2	
USNR	100	±0	NR	NR	7	NR	NR	±13	4.1	±0.2	
ANG	100	±0	1	2	5	NR	NR	±6	4.5	±0.3	
USAFR	99	±2	NR	5	5	45	43	±11	4.2	±0.2	
Enlisted	100	±1	1	2	9	57	31	±11	4.1	±0.1	
Officers	99	±2	3	1	1	NR	NR	±5	4.3	±0.2	
TWO OR MORE RACES	100	±1	1	3	12	50	34	±9	4.1	±0.2	
ARNG	99	±2	1	1	12	47	39	±16	4.2	±0.3	
USAR	100	±1	0	2	NR	NR	20	±17	4.0	±0.3	
USNR	100	±0	2	3	11	41	NR	±14	4.2	±0.3	
USMCR	100	±0	NR	5	NR	NR	NR	±8	NR		
ANG	100	±1	1	1	9	NR	NR	±13	4.2	±0.2	
USAFR	100	±0	0	NR	7	NR	NR	±5	4.1	±0.4	
Enlisted	100	±1	1	3	12	52	33	±10	4.1	±0.2	
Officers	100	±0	2	4	16	34	43	±13	4.1	±0.3	
USCGR	100	±1	1	4	9	48	39	±4	4.2	±0.1	
White	100	±1	1	4	8	48	39	±5	4.2	±0.1	
Black	98	±5	NR	0	15	48	37	±15	4.2	±0.2	
Hispanic	100	±0	NR	3	8	48	41	±11	4.3	±0.2	
Other Race/Ethnicity	100	±0	1	2	14	49	34	±9	4.1	±0.2	
Enlisted	100	±1	1	4	10	50	35	±5	4.1	±0.1	
E1 – E4	100	±0	1	8	16	44	32	±8	4.0	±0.2	
E5 – E9	99	±1	0	1	5	55	38	±5	4.3	±0.1	
Officers	100	±1	0	2	3	40	54	±7	4.5	±0.1	

NR: Not reportable

**21. How much do you agree or disagree with each of the following statements about serving in the National Guard/Reserve?**

**b. Serving in the National Guard/Reserve is consistent with my personal goals.**

1. Strongly disagree  
4. Agree

2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	99	±1	2	6	14	45	33	±2	4.0	±0.1	
ARNG	99	±1	3	6	14	45	32	±3	4.0	±0.1	
USAR	99	±1	2	7	15	48	27	±3	3.9	±0.1	
USNR	99	±1	1	5	12	43	40	±4	4.2	±0.1	
USMCR	99	±1	6	9	16	47	23	±5	3.7	±0.1	
ANG	99	±1	1	3	14	42	40	±4	4.2	±0.1	
USAFR	98	±2	1	3	13	44	39	±4	4.2	±0.1	
Enlisted	99	±1	2	6	15	45	31	±2	4.0	±0.1	
E1 – E4	99	±1	4	8	18	43	27	±3	3.8	±0.1	
E5 – E9	99	±1	1	5	13	47	34	±3	4.1	±0.1	
Officers	99	±1	2	4	8	44	43	±2	4.2	±0.1	
O1 – O3	99	±1	2	5	11	45	36	±3	4.1	±0.1	
O4 – O6	99	±1	1	2	5	43	48	±3	4.4	±0.1	
Male	99	±1	2	5	14	45	33	±2	4.0	±0.1	
Female	99	±1	3	7	15	45	30	±3	3.9	±0.1	
AGR/FTS/AR	99	±1	1	3	12	46	38	±4	4.2	±0.1	
Other Selected Reserve	99	±1	2	6	14	45	32	±2	4.0	±0.1	
Reserve Unit	99	±1	2	6	14	45	32	±2	4.0	±0.1	
Military Technician	99	±1	1	5	13	47	34	±5	4.1	±0.1	
IMA	99	±2	0	3	7	45	45	±6	4.3	±0.1	
Not Activated Past 12 Months	99	±1	2	6	14	45	32	±2	4.0	±0.1	
Activated Past 12 Months	99	±1	3	6	13	45	33	±4	4.0	±0.1	
Not Deployed Past 12 Months	99	±1	2	6	14	45	33	±2	4.0	±0.1	
Deployed Past 12 Months	98	±1	2	5	14	45	33	±3	4.0	±0.1	
Deployed OIF/OEF	98	±1	3	6	14	45	32	±4	4.0	±0.1	
WHITE	99	±1	2	5	13	45	34	±2	4.0	±0.1	
ARNG	99	±1	3	6	14	45	33	±3	4.0	±0.1	
USAR	99	±1	2	6	12	51	29	±5	4.0	±0.1	
USNR	99	±1	1	4	10	43	43	±5	4.2	±0.1	
USMCR	100	±1	6	8	15	48	24	±6	3.8	±0.2	
ANG	99	±1	1	3	14	41	41	±5	4.2	±0.1	
USAFR	98	±2	1	3	12	43	42	±6	4.2	±0.1	
Enlisted	99	±1	2	6	14	45	32	±3	4.0	±0.1	
E1 – E4	99	±1	4	7	18	43	29	±4	3.9	±0.1	
E5 – E9	99	±1	1	4	12	47	35	±3	4.1	±0.1	
Officers	99	±1	1	3	7	44	44	±3	4.3	±0.1	
BLACK	98	±1	3	7	16	47	27	±3	3.9	±0.1	
ARNG	98	±2	4	8	14	47	27	±5	3.9	±0.1	
USAR	98	±1	2	7	20	46	25	±4	3.8	±0.1	
USNR	99	±1	2	6	16	46	30	±4	4.0	±0.1	
USMCR	99	±2	7	9	20	44	19	±8	3.6	±0.2	
ANG	99	±1	1	5	17	45	32	±4	4.0	±0.1	
USAFR	99	±1	2	4	13	49	32	±3	4.1	±0.1	
Enlisted	98	±1	3	7	17	47	26	±3	3.9	±0.1	
E1 – E4	99	±1	5	10	19	42	24	±5	3.7	±0.1	
E5 – E9	98	±1	2	5	16	50	28	±3	4.0	±0.1	
Officers	98	±1	1	5	11	48	35	±3	4.1	±0.1	

Note. Percent responding are Reserve component members who answered the question.

2007 Workplace and Equal Opportunity Survey of Reserve Component Members

21b. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
HISPANIC	99	±1	2	8	15	42	33	±3	4.0	±0.1	
ARNG	98	±2	2	8	13	41	36	±6	4.0	±0.2	
USAR	99	±2	3	10	16	44	27	±6	3.8	±0.2	
USNR	99	±1	1	5	16	37	41	±8	4.1	±0.2	
USMCR	99	±2	4	13	16	45	22	±8	3.7	±0.2	
ANG	99	±1	1	3	12	44	40	±8	4.2	±0.2	
USAFR	99	±1	0	2	18	43	36	±11	4.1	±0.2	
Enlisted	99	±1	2	8	15	42	32	±4	3.9	±0.1	
E1 – E4	99	±2	3	10	17	43	27	±6	3.8	±0.2	
E5 – E9	99	±1	1	7	14	42	36	±5	4.1	±0.1	
Officers	99	±1	3	3	9	41	44	±5	4.2	±0.1	
AIAN	100	±1	2	5	15	48	30	±11	4.0	±0.2	
ARNG	100	±1	2	3	16	50	30	±16	4.0	±0.2	
USAR	100	±1	NR	NR	NR	NR	20	±18	3.6	±0.5	
USNR	100	±1	3	3	11	NR	NR	±11	4.1	±0.3	
ANG	100	±1	0	2	4	NR	NR	±4	4.3	±0.4	
USAFR	100	±0	2	4	7	34	NR	±14	4.3	±0.3	
Enlisted	100	±1	2	5	16	50	28	±12	4.0	±0.2	
Officers	99	±1	NR	5	5	32	55	±14	4.3	±0.3	
ASIAN	99	±1	3	7	21	46	23	±5	3.8	±0.1	
ARNG	99	±1	6	6	27	42	20	±11	3.6	±0.3	
USAR	100	±1	3	8	19	50	20	±8	3.8	±0.1	
USNR	100	±1	1	10	13	47	29	±13	3.9	±0.3	
USMCR	100	±1	5	14	29	39	12	±16	3.4	±0.3	
ANG	99	±2	1	4	14	50	31	±5	4.1	±0.1	
USAFR	99	±1	1	4	15	45	35	±17	4.1	±0.3	
Enlisted	99	±1	4	8	22	45	21	±6	3.7	±0.2	
Officers	100	±1	1	5	12	50	32	±5	4.1	±0.1	
NHPI	100	±1	1	4	19	49	26	±12	4.0	±0.2	
ARNG	100	±0	1	2	NR	NR	15	±13	3.8	±0.3	
USAR	99	±2	2	6	16	47	29	±7	3.9	±0.2	
USNR	100	±0	NR	NR	6	NR	NR	±13	4.1	±0.2	
ANG	100	±0	2	2	8	NR	NR	±7	4.3	±0.3	
USAFR	97	±4	2	5	12	46	35	±11	4.0	±0.2	
Enlisted	99	±1	1	4	21	50	24	±13	3.9	±0.2	
Officers	100	±1	1	3	5	NR	NR	±5	4.3	±0.3	
TWO OR MORE RACES	100	±1	2	8	17	41	32	±9	3.9	±0.2	
ARNG	99	±2	1	6	16	37	41	±16	4.1	±0.3	
USAR	100	±1	1	NR	NR	NR	12	±10	3.5	±0.4	
USNR	100	±1	3	5	12	37	NR	±14	4.1	±0.3	
USMCR	100	±0	NR	NR	NR	16	NR	±15	NR		
ANG	100	±1	NR	2	9	NR	33	±18	4.0	±0.4	
USAFR	100	±1	1	NR	12	NR	24	±17	3.9	±0.4	
Enlisted	100	±1	2	8	18	41	31	±10	3.9	±0.2	
Officers	100	±1	NR	5	13	40	36	±11	4.0	±0.4	
USCGR	99	±1	0	4	11	48	36	±4	4.2	±0.1	
White	99	±1	0	4	11	48	37	±5	4.2	±0.1	
Black	97	±5	NR	8	12	52	28	±15	4.0	±0.3	
Hispanic	100	±0	NR	3	13	46	38	±11	4.2	±0.2	
Other Race/Ethnicity	97	±3	1	4	12	54	29	±9	4.0	±0.2	
Enlisted	99	±1	0	4	14	50	32	±5	4.1	±0.1	
E1 – E4	100	±1	1	7	20	43	28	±8	3.9	±0.2	
E5 – E9	98	±2	0	2	8	55	35	±5	4.2	±0.1	
Officers	99	±1	0	3	2	40	55	±7	4.5	±0.1	

NR: Not reportable

21. How much do you agree or disagree with each of the following statements about serving in the National Guard/Reserve?

c. I would feel guilty if I left the National Guard/Reserve.

1. Strongly disagree  
4. Agree

2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	99	±1	12	21	28	23	16	±2	3.1	±0.1	
ARNG	99	±1	13	20	27	24	17	±3	3.1	±0.1	
USAR	99	±1	15	22	28	21	14	±3	3.0	±0.1	
USNR	99	±1	9	18	27	27	18	±4	3.3	±0.1	
USMCR	99	±1	15	25	23	22	15	±5	3.0	±0.2	
ANG	99	±1	9	21	32	23	15	±4	3.1	±0.1	
USAFR	99	±1	10	24	27	24	15	±4	3.1	±0.1	
Enlisted	99	±1	13	21	28	22	16	±2	3.1	±0.1	
E1 – E4	99	±1	16	22	27	19	16	±3	3.0	±0.1	
E5 – E9	99	±1	11	20	29	25	16	±2	3.2	±0.1	
Officers	99	±1	10	21	25	27	16	±2	3.2	±0.1	
O1 – O3	99	±1	10	20	26	27	16	±3	3.2	±0.1	
O4 – O6	99	±1	10	22	25	27	16	±3	3.2	±0.1	
Male	99	±1	12	21	28	23	16	±2	3.1	±0.1	
Female	99	±1	14	23	27	21	15	±3	3.0	±0.1	
AGR/FTS/AR	99	±1	12	21	27	25	15	±4	3.1	±0.1	
Other Selected Reserve	99	±1	13	21	28	23	16	±2	3.1	±0.1	
Reserve Unit	99	±1	13	21	28	23	16	±2	3.1	±0.1	
Military Technician	98	±2	12	18	33	21	16	±5	3.1	±0.2	
IMA	99	±1	10	21	25	25	19	±5	3.2	±0.2	
Not Activated Past 12 Months	99	±1	13	21	28	23	16	±2	3.1	±0.1	
Activated Past 12 Months	99	±1	13	20	29	23	16	±4	3.1	±0.1	
Not Deployed Past 12 Months	99	±1	12	21	28	23	16	±2	3.1	±0.1	
Deployed Past 12 Months	99	±1	13	21	28	22	16	±3	3.1	±0.1	
Deployed OIF/OEF	98	±1	14	20	28	22	16	±4	3.1	±0.1	
WHITE	99	±1	12	20	26	24	17	±2	3.1	±0.1	
ARNG	99	±1	13	19	26	25	18	±3	3.2	±0.1	
USAR	99	±1	15	21	25	23	16	±4	3.0	±0.2	
USNR	99	±2	9	18	25	29	20	±5	3.3	±0.2	
USMCR	99	±1	15	27	20	23	16	±6	3.0	±0.2	
ANG	99	±2	8	22	32	22	16	±5	3.2	±0.2	
USAFR	99	±2	10	24	25	25	16	±5	3.1	±0.2	
Enlisted	99	±1	13	20	27	23	17	±2	3.1	±0.1	
E1 – E4	99	±1	15	23	25	19	17	±3	3.0	±0.1	
E5 – E9	99	±1	10	18	28	26	18	±3	3.2	±0.1	
Officers	99	±1	9	21	25	28	17	±2	3.2	±0.1	
BLACK	98	±1	15	25	31	17	11	±3	2.8	±0.1	
ARNG	98	±2	17	23	27	19	13	±4	2.9	±0.2	
USAR	98	±2	14	26	35	15	10	±4	2.8	±0.1	
USNR	99	±1	12	23	33	20	12	±4	3.0	±0.1	
USMCR	99	±2	18	31	27	15	9	±10	2.7	±0.2	
ANG	99	±1	15	25	32	19	10	±3	2.8	±0.1	
USAFR	99	±1	14	26	31	18	10	±3	2.8	±0.1	
Enlisted	98	±1	15	25	31	17	11	±3	2.8	±0.1	
E1 – E4	98	±2	20	22	32	15	12	±5	2.8	±0.2	
E5 – E9	98	±1	13	27	31	19	11	±3	2.9	±0.1	
Officers	99	±1	14	25	30	21	11	±3	2.9	±0.1	

Note. Percent responding are Reserve component members who answered the question.



2007 Workplace and Equal Opportunity Survey of Reserve Component Members

21c. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
HISPANIC	99	±1	13	18	30	24	15	±3	3.1	±0.1	
ARNG	99	±1	13	18	31	23	15	±6	3.1	±0.2	
USAR	100	±1	17	20	28	23	13	±6	2.9	±0.2	
USNR	99	±1	8	18	26	31	16	±8	3.3	±0.2	
USMCR	99	±1	16	17	30	21	16	±8	3.0	±0.2	
ANG	99	±1	7	14	36	28	15	±9	3.3	±0.2	
USAFR	99	±1	5	20	28	28	18	±10	3.3	±0.2	
Enlisted	99	±1	13	18	30	24	15	±4	3.1	±0.1	
E1 – E4	99	±1	15	19	30	21	16	±5	3.0	±0.2	
E5 – E9	99	±1	11	18	31	26	14	±4	3.1	±0.1	
Officers	100	±1	12	17	26	27	19	±4	3.3	±0.2	
AIAN	100	±1	12	15	26	25	22	±11	3.3	±0.3	
ARNG	100	±0	4	19	24	24	30	±17	3.6	±0.4	
USAR	99	±2	NR	9	NR	NR	9	±9	2.9	±0.6	
USNR	100	±1	NR	NR	18	11	NR	±13	2.7	±0.8	
ANG	100	±1	NR	7	NR	NR	8	±8	NR		
USAFR	99	±1	NR	8	NR	23	16	±12	3.0	±0.6	
Enlisted	100	±1	12	15	27	24	21	±12	3.3	±0.3	
Officers	99	±2	16	9	20	27	28	±17	3.4	±0.5	
ASIAN	99	±1	10	19	37	23	12	±5	3.1	±0.1	
ARNG	100	±1	14	19	32	23	12	±11	3.0	±0.3	
USAR	99	±1	10	19	41	21	9	±9	3.0	±0.1	
USNR	100	±1	6	14	37	25	18	±10	3.3	±0.2	
USMCR	100	±0	9	23	42	17	8	±15	2.9	±0.2	
ANG	99	±1	7	18	35	27	13	±5	3.2	±0.2	
USAFR	99	±1	5	18	42	25	10	±15	3.2	±0.2	
Enlisted	99	±1	10	19	39	22	11	±6	3.1	±0.2	
Officers	100	±1	11	18	28	27	15	±5	3.2	±0.2	
NHPI	99	±1	6	18	38	28	10	±12	3.2	±0.2	
ARNG	100	±0	2	NR	NR	NR	5	±7	3.1	±0.4	
USAR	98	±2	10	14	35	24	17	±8	3.2	±0.2	
USNR	100	±0	3	4	NR	NR	4	±11	NR		
ANG	100	±0	4	11	NR	NR	13	±11	3.4	±0.3	
USAFR	97	±4	11	18	30	26	15	±11	3.2	±0.3	
Enlisted	99	±1	6	18	37	29	11	±13	3.2	±0.2	
Officers	99	±2	7	17	NR	NR	6	±16	3.1	±0.3	
TWO OR MORE RACES	100	±1	16	30	27	16	12	±9	2.8	±0.3	
ARNG	99	±2	15	29	26	18	11	±16	2.8	±0.4	
USAR	100	±1	NR	NR	19	14	NR	±17	2.7	±0.5	
USNR	100	±1	9	24	22	17	NR	±14	3.3	±0.5	
USMCR	100	±0	NR	NR	NR	6	NR	±9	NR		
ANG	100	±1	16	21	NR	22	6	±18	2.8	±0.4	
USAFR	99	±2	16	NR	NR	10	6	±18	2.6	±0.4	
Enlisted	99	±1	15	30	28	15	12	±11	2.8	±0.3	
Officers	100	±1	18	29	17	24	12	±13	2.8	±0.3	
USCGR	99	±1	9	22	26	26	16	±4	3.2	±0.1	
White	99	±1	9	22	26	26	17	±4	3.2	±0.2	
Black	98	±5	8	25	30	26	12	±15	3.1	±0.4	
Hispanic	98	±3	4	28	22	27	19	±11	3.3	±0.3	
Other Race/Ethnicity	99	±2	13	20	33	25	8	±10	3.0	±0.3	
Enlisted	99	±1	9	22	27	26	16	±4	3.2	±0.2	
E1 – E4	99	±2	10	22	30	22	17	±7	3.1	±0.2	
E5 – E9	98	±2	8	22	25	29	15	±5	3.2	±0.2	
Officers	100	±1	9	23	20	29	20	±6	3.3	±0.2	

NR: Not reportable

**21. How much do you agree or disagree with each of the following statements about serving in the National Guard/Reserve?**

**d. Generally, on a day-to-day basis, I am happy with my life in the National Guard/Reserve.**

1. Strongly disagree  
4. Agree

2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	99	±1	3	7	17	50	23	±2	3.8	±0.1	
ARNG	99	±1	4	7	17	49	23	±3	3.8	±0.1	
USAR	99	±1	2	8	21	50	18	±3	3.7	±0.1	
USNR	99	±1	2	6	14	52	27	±4	4.0	±0.1	
USMCR	99	±1	5	9	20	51	15	±5	3.6	±0.1	
ANG	99	±1	1	5	13	48	33	±4	4.1	±0.1	
USAFR	99	±1	2	4	13	54	27	±4	4.0	±0.1	
Enlisted	99	±1	3	7	18	49	23	±2	3.8	±0.1	
E1 – E4	99	±1	5	8	21	46	20	±3	3.7	±0.1	
E5 – E9	99	±1	2	6	15	52	24	±3	3.9	±0.1	
Officers	99	±1	2	6	12	54	27	±2	4.0	±0.1	
O1 – O3	99	±1	3	7	15	54	21	±3	3.8	±0.1	
O4 – O6	99	±1	1	5	10	53	31	±3	4.1	±0.1	
Male	99	±1	3	7	17	50	23	±2	3.8	±0.1	
Female	99	±1	3	7	16	50	23	±3	3.8	±0.1	
AGR/FTS/AR	99	±1	2	4	12	52	29	±4	4.0	±0.1	
Other Selected Reserve	99	±1	3	7	17	50	23	±2	3.8	±0.1	
Reserve Unit	99	±1	3	7	18	49	23	±2	3.8	±0.1	
Military Technician	99	±2	2	4	15	52	27	±5	4.0	±0.1	
IMA	99	±1	1	3	9	55	32	±6	4.1	±0.1	
Not Activated Past 12 Months	99	±1	3	6	17	51	23	±2	3.8	±0.1	
Activated Past 12 Months	99	±1	5	8	17	48	22	±4	3.7	±0.1	
Not Deployed Past 12 Months	99	±1	3	7	17	50	24	±2	3.9	±0.1	
Deployed Past 12 Months	99	±1	4	8	17	48	23	±3	3.8	±0.1	
Deployed OIF/OEF	99	±1	5	8	18	47	22	±4	3.7	±0.1	
WHITE	99	±1	3	7	17	50	24	±2	3.9	±0.1	
ARNG	99	±1	4	7	17	49	22	±3	3.8	±0.1	
USAR	100	±1	2	8	20	51	19	±5	3.8	±0.1	
USNR	99	±2	1	6	12	52	28	±5	4.0	±0.1	
USMCR	99	±1	6	10	18	50	16	±6	3.6	±0.2	
ANG	99	±1	1	5	13	46	35	±5	4.1	±0.1	
USAFR	99	±2	2	3	12	54	29	±6	4.1	±0.1	
Enlisted	99	±1	3	7	18	49	24	±3	3.8	±0.1	
E1 – E4	99	±1	5	8	21	45	22	±4	3.7	±0.1	
E5 – E9	99	±1	2	6	15	52	25	±3	3.9	±0.1	
Officers	99	±1	2	5	12	54	27	±3	4.0	±0.1	
BLACK	99	±1	4	7	17	52	21	±3	3.8	±0.1	
ARNG	98	±2	5	7	14	51	23	±5	3.8	±0.1	
USAR	99	±1	3	8	20	51	18	±4	3.7	±0.1	
USNR	99	±1	2	5	18	51	23	±4	3.9	±0.1	
USMCR	99	±1	4	6	26	47	16	±9	3.6	±0.2	
ANG	99	±1	2	6	14	54	23	±4	3.9	±0.1	
USAFR	99	±1	2	5	13	55	25	±3	4.0	±0.1	
Enlisted	99	±1	4	7	17	51	21	±3	3.8	±0.1	
E1 – E4	99	±1	6	9	22	44	19	±5	3.6	±0.1	
E5 – E9	98	±1	2	5	14	56	22	±3	3.9	±0.1	
Officers	99	±1	2	6	13	56	23	±3	3.9	±0.1	

Note. Percent responding are Reserve component members who answered the question.

2007 Workplace and Equal Opportunity Survey of Reserve Component Members

21d. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
HISPANIC	99	±1	4	7	18	47	24	±3	3.8	±0.1	
ARNG	99	±2	6	5	19	43	27	±6	3.8	±0.2	
USAR	100	±1	4	10	22	45	19	±6	3.6	±0.2	
USNR	100	±1	2	6	15	51	26	±8	3.9	±0.2	
USMCR	99	±1	3	10	20	53	14	±8	3.7	±0.2	
ANG	100	±1	1	4	13	52	30	±8	4.0	±0.2	
USAFR	99	±1	1	8	12	51	28	±9	4.0	±0.2	
Enlisted	99	±1	4	7	19	46	24	±4	3.8	±0.1	
E1 – E4	99	±1	6	6	21	46	21	±6	3.7	±0.2	
E5 – E9	99	±1	3	8	17	46	26	±5	3.8	±0.1	
Officers	100	±1	3	6	12	51	28	±5	3.9	±0.1	
AIAN	100	±1	1	10	12	51	27	±11	3.9	±0.2	
ARNG	100	±1	1	7	10	54	27	±17	4.0	±0.3	
USAR	100	±1	1	NR	NR	NR	NR	±2	3.6	±0.5	
USNR	100	±0	1	NR	10	NR	NR	±9	NR		
ANG	100	±1	0	1	4	NR	NR	±5	4.2	±0.4	
USAFR	100	±0	0	11	NR	29	35	±18	3.9	±0.4	
Enlisted	100	±1	1	11	12	52	25	±12	3.9	±0.3	
Officers	100	±0	NR	5	13	36	44	±15	4.1	±0.3	
ASIAN	98	±2	4	7	22	52	15	±5	3.7	±0.1	
ARNG	99	±2	6	8	21	53	13	±11	3.6	±0.3	
USAR	100	±1	3	8	26	51	11	±8	3.6	±0.1	
USNR	99	±1	1	6	20	51	22	±9	3.9	±0.2	
USMCR	99	±2	2	7	32	51	9	±16	3.6	±0.2	
ANG	99	±2	1	5	16	54	24	±5	4.0	±0.1	
USAFR	92	±13	NR	5	14	57	16	±13	3.7	±0.4	
Enlisted	98	±2	5	6	23	53	14	±6	3.6	±0.2	
Officers	99	±2	1	11	16	52	19	±5	3.8	±0.2	
NHPI	96	±7	1	5	21	55	18	±11	3.8	±0.2	
ARNG	99	±2	1	5	NR	NR	7	±11	3.7	±0.3	
USAR	100	±1	1	4	21	48	26	±7	3.9	±0.2	
USNR	100	±0	NR	NR	9	NR	NR	±15	4.0	±0.2	
ANG	79	±31	0	3	13	57	27	±12	4.1	±0.2	
USAFR	99	±2	2	13	14	42	29	±11	3.8	±0.3	
Enlisted	96	±7	1	6	22	54	17	±12	3.8	±0.2	
Officers	100	±1	1	2	11	65	21	±16	4.0	±0.2	
TWO OR MORE RACES	99	±2	1	12	18	53	15	±9	3.7	±0.2	
ARNG	99	±2	1	15	16	56	12	±15	3.6	±0.3	
USAR	99	±1	1	NR	NR	NR	9	±10	3.6	±0.4	
USNR	99	±1	3	8	14	48	NR	±15	3.9	±0.4	
USMCR	80	±33	1	5	NR	NR	9	±12	3.8	±0.2	
ANG	100	±1	2	7	NR	NR	26	±18	3.9	±0.4	
USAFR	100	±1	1	NR	NR	NR	15	±15	3.6	±0.4	
Enlisted	99	±2	1	13	19	53	14	±10	3.7	±0.2	
Officers	100	±1	3	10	16	52	19	±13	3.8	±0.3	
USCGR	100	±1	1	6	15	53	25	±4	3.9	±0.1	
White	100	±1	1	7	16	52	24	±5	3.9	±0.1	
Black	96	±6	NR	1	18	53	28	±15	4.1	±0.2	
Hispanic	100	±0	1	6	8	57	28	±11	4.0	±0.2	
Other Race/Ethnicity	100	±0	1	7	17	54	21	±9	3.9	±0.2	
Enlisted	100	±1	1	7	17	53	22	±5	3.9	±0.1	
E1 – E4	100	±0	1	10	23	46	20	±8	3.7	±0.2	
E5 – E9	100	±1	0	4	12	59	24	±5	4.0	±0.1	
Officers	99	±2	1	4	7	52	36	±7	4.2	±0.1	

NR: Not reportable

**21. How much do you agree or disagree with each of the following statements about serving in the National Guard/Reserve?**

**e. It would be difficult for me to leave the National Guard/Reserve and give up the benefits that are available.**

1. Strongly disagree  
4. Agree

2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	99	±1	10	16	21	29	24	±2	3.4	±0.1	
ARNG	99	±1	10	15	21	30	24	±3	3.4	±0.1	
USAR	99	±1	11	20	21	29	20	±3	3.3	±0.1	
USNR	99	±1	7	15	22	29	27	±4	3.5	±0.1	
USMCR	100	±1	20	24	24	20	12	±5	2.8	±0.2	
ANG	100	±1	5	10	23	32	30	±4	3.7	±0.1	
USAFR	100	±1	8	16	22	32	23	±4	3.4	±0.1	
Enlisted	99	±1	10	16	22	29	23	±2	3.4	±0.1	
E1 – E4	100	±1	14	18	23	25	19	±3	3.2	±0.1	
E5 – E9	99	±1	7	14	21	31	27	±2	3.6	±0.1	
Officers	100	±1	8	16	19	33	24	±2	3.5	±0.1	
O1 – O3	100	±1	12	18	18	31	21	±3	3.3	±0.1	
O4 – O6	99	±1	6	15	19	34	26	±3	3.6	±0.1	
Male	99	±1	10	16	22	29	23	±2	3.4	±0.1	
Female	99	±1	10	16	20	30	25	±3	3.4	±0.1	
AGR/FTS/AR	100	±1	5	9	17	35	35	±4	3.9	±0.1	
Other Selected Reserve	99	±1	10	16	22	29	23	±2	3.4	±0.1	
Reserve Unit	99	±1	10	16	22	29	23	±2	3.4	±0.1	
Military Technician	100	±1	7	12	21	34	26	±5	3.6	±0.2	
IMA	100	±1	8	16	19	33	24	±5	3.5	±0.2	
Not Activated Past 12 Months	99	±1	10	16	22	29	23	±2	3.4	±0.1	
Activated Past 12 Months	100	±1	11	16	21	29	22	±4	3.4	±0.1	
Not Deployed Past 12 Months	100	±1	10	16	21	30	24	±2	3.4	±0.1	
Deployed Past 12 Months	99	±1	10	16	22	29	23	±3	3.4	±0.1	
Deployed OIF/OEF	99	±1	10	16	23	28	23	±4	3.4	±0.1	
WHITE	100	±1	9	16	20	30	26	±2	3.5	±0.1	
ARNG	100	±1	10	15	20	30	26	±3	3.5	±0.1	
USAR	100	±1	10	21	18	29	22	±4	3.3	±0.2	
USNR	99	±2	6	15	20	29	30	±5	3.6	±0.2	
USMCR	100	±1	20	25	21	21	12	±6	2.8	±0.2	
ANG	100	±1	5	10	23	30	32	±5	3.7	±0.2	
USAFR	100	±0	8	15	18	34	24	±5	3.5	±0.2	
Enlisted	100	±1	10	16	20	29	26	±2	3.4	±0.1	
E1 – E4	100	±1	13	19	21	25	22	±3	3.2	±0.1	
E5 – E9	100	±1	7	14	19	31	29	±3	3.6	±0.1	
Officers	100	±1	8	15	18	34	25	±3	3.5	±0.1	
BLACK	99	±1	11	18	25	28	18	±2	3.2	±0.1	
ARNG	98	±2	11	17	24	27	22	±4	3.3	±0.2	
USAR	100	±1	12	20	26	28	15	±4	3.1	±0.1	
USNR	100	±1	9	18	27	26	21	±4	3.3	±0.1	
USMCR	99	±2	18	27	28	18	10	±9	2.7	±0.2	
ANG	100	±1	6	16	26	31	21	±4	3.4	±0.1	
USAFR	100	±1	9	19	26	29	17	±3	3.3	±0.1	
Enlisted	99	±1	11	18	26	28	18	±3	3.2	±0.1	
E1 – E4	99	±1	15	19	27	24	15	±4	3.0	±0.2	
E5 – E9	99	±1	8	17	24	30	20	±3	3.4	±0.1	
Officers	99	±1	10	22	22	28	18	±3	3.2	±0.1	

Note. Percent responding are Reserve component members who answered the question.

2007 Workplace and Equal Opportunity Survey of Reserve Component Members

21e. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
HISPANIC	99	±1	12	14	25	28	21	±3	3.3	±0.1	
ARNG	98	±2	12	12	24	28	23	±6	3.4	±0.2	
USAR	97	±3	13	15	24	28	19	±5	3.3	±0.2	
USNR	100	±1	9	13	25	30	23	±7	3.5	±0.2	
USMCR	100	±1	21	19	32	18	10	±9	2.8	±0.2	
ANG	100	±1	4	9	22	40	25	±9	3.7	±0.2	
USAFR	100	±1	5	14	33	26	22	±10	3.5	±0.2	
Enlisted	98	±1	12	13	26	28	21	±3	3.3	±0.1	
E1 – E4	98	±2	17	13	26	27	18	±5	3.2	±0.2	
E5 – E9	99	±2	7	13	26	30	24	±4	3.5	±0.1	
Officers	100	±1	12	16	20	29	23	±4	3.4	±0.2	
AIAN	100	±1	10	11	18	34	26	±11	3.6	±0.3	
ARNG	100	±0	4	16	18	36	26	±16	3.6	±0.4	
USAR	100	±0	NR	5	NR	NR	NR	±4	3.0	±0.7	
USNR	99	±1	11	8	15	NR	NR	±16	3.8	±0.6	
ANG	100	±1	1	4	10	NR	NR	±9	4.1	±0.4	
USAFR	100	±0	10	13	NR	16	23	±11	3.3	±0.2	
Enlisted	100	±1	9	12	18	35	26	±12	3.6	±0.3	
Officers	100	±0	15	9	19	30	28	±15	3.5	±0.4	
ASIAN	100	±1	12	17	25	30	15	±5	3.2	±0.2	
ARNG	100	±1	17	15	22	31	16	±11	3.1	±0.3	
USAR	99	±1	12	17	31	30	10	±9	3.1	±0.2	
USNR	100	±1	5	15	27	31	22	±10	3.5	±0.2	
USMCR	100	±0	20	31	30	12	6	±16	2.5	±0.3	
ANG	99	±2	5	10	18	39	28	±5	3.8	±0.1	
USAFR	100	±1	NR	19	21	36	14	±16	3.2	±0.4	
Enlisted	100	±1	13	17	25	30	15	±6	3.2	±0.2	
Officers	100	±1	11	18	24	32	16	±5	3.2	±0.2	
NHPI	100	±1	5	11	19	43	22	±12	3.7	±0.2	
ARNG	100	±0	4	11	NR	NR	14	±15	3.7	±0.3	
USAR	100	±1	5	12	28	33	23	±7	3.6	±0.2	
USNR	100	±0	4	8	NR	NR	11	±15	3.6	±0.4	
ANG	100	±0	4	7	14	NR	NR	±10	4.0	±0.4	
USAFR	99	±1	11	14	20	26	29	±11	3.5	±0.3	
Enlisted	100	±1	5	11	20	42	23	±13	3.7	±0.2	
Officers	100	±0	6	10	16	NR	17	±17	3.6	±0.3	
TWO OR MORE RACES	100	±1	9	21	29	24	17	±9	3.2	±0.2	
ARNG	99	±2	6	22	30	28	14	±16	3.2	±0.4	
USAR	100	±0	7	NR	NR	16	15	±17	2.9	±0.5	
USNR	99	±2	10	11	19	29	NR	±14	3.6	±0.5	
USMCR	100	±0	NR	5	NR	NR	6	±11	NR		
ANG	100	±1	4	6	NR	28	21	±17	3.6	±0.3	
USAFR	100	±1	NR	NR	NR	16	19	±17	3.0	±0.6	
Enlisted	100	±1	9	22	30	23	16	±10	3.1	±0.3	
Officers	100	±0	10	15	21	30	24	±12	3.4	±0.3	
USCGR	100	±1	6	16	22	31	24	±4	3.5	±0.1	
White	100	±1	6	17	21	31	24	±4	3.5	±0.2	
Black	98	±5	15	5	29	31	20	±15	3.4	±0.4	
Hispanic	100	±1	2	18	24	30	25	±11	3.6	±0.3	
Other Race/Ethnicity	100	±0	8	15	24	29	24	±9	3.4	±0.3	
Enlisted	100	±1	6	17	24	31	22	±4	3.4	±0.1	
E1 – E4	100	±0	9	24	28	22	16	±7	3.1	±0.2	
E5 – E9	99	±1	4	12	20	37	27	±5	3.7	±0.2	
Officers	100	±0	7	11	16	33	34	±7	3.8	±0.2	

NR: Not reportable

**21. How much do you agree or disagree with each of the following statements about serving in the National Guard/Reserve?**

**f. I would not leave the National Guard/Reserve right now because I have a sense of obligation to the people in it.**

1. Strongly disagree  
4. Agree

2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	99	±1	7	11	21	33	28	±2	3.6	±0.1	
ARNG	99	±1	8	10	20	33	29	±3	3.7	±0.1	
USAR	99	±1	6	13	23	34	25	±3	3.6	±0.1	
USNR	99	±1	4	11	23	35	28	±4	3.7	±0.1	
USMCR	99	±1	7	16	20	33	24	±5	3.5	±0.2	
ANG	100	±1	5	9	23	34	29	±4	3.7	±0.1	
USAFR	100	±1	6	13	20	33	28	±4	3.6	±0.1	
Enlisted	99	±1	7	11	22	33	28	±2	3.6	±0.1	
E1 – E4	100	±1	8	11	22	31	28	±3	3.6	±0.1	
E5 – E9	99	±1	6	10	21	35	28	±2	3.7	±0.1	
Officers	100	±1	5	12	19	36	28	±2	3.7	±0.1	
O1 – O3	100	±1	6	13	19	36	26	±3	3.6	±0.1	
O4 – O6	99	±1	5	12	18	36	29	±3	3.7	±0.1	
Male	99	±1	6	11	21	34	28	±2	3.7	±0.1	
Female	99	±1	7	12	22	33	26	±3	3.6	±0.1	
AGR/FTS/AR	100	±1	5	9	24	33	29	±4	3.7	±0.1	
Other Selected Reserve	99	±1	7	11	21	34	28	±2	3.6	±0.1	
Reserve Unit	99	±1	7	11	21	34	28	±2	3.6	±0.1	
Military Technician	100	±1	5	11	21	34	28	±5	3.7	±0.2	
IMA	100	±1	6	12	21	33	28	±5	3.6	±0.2	
Not Activated Past 12 Months	100	±1	6	11	21	34	27	±2	3.6	±0.1	
Activated Past 12 Months	99	±1	7	10	23	32	27	±4	3.6	±0.1	
Not Deployed Past 12 Months	99	±1	6	11	22	34	28	±2	3.7	±0.1	
Deployed Past 12 Months	99	±1	8	12	21	33	27	±3	3.6	±0.1	
Deployed OIF/OEF	99	±1	8	12	21	32	27	±4	3.6	±0.1	
WHITE	100	±1	6	11	21	33	29	±2	3.7	±0.1	
ARNG	100	±1	8	10	20	32	30	±3	3.7	±0.1	
USAR	100	±1	6	13	21	34	27	±5	3.6	±0.1	
USNR	99	±1	4	10	21	35	30	±5	3.8	±0.2	
USMCR	99	±1	7	17	17	34	26	±6	3.6	±0.2	
ANG	100	±1	4	9	23	33	30	±5	3.8	±0.2	
USAFR	100	±1	6	12	19	33	29	±5	3.7	±0.2	
Enlisted	100	±1	7	11	21	32	29	±3	3.7	±0.1	
E1 – E4	100	±1	7	12	22	30	29	±4	3.6	±0.1	
E5 – E9	99	±1	6	10	21	34	29	±3	3.7	±0.1	
Officers	100	±1	5	12	18	36	29	±3	3.7	±0.1	
BLACK	99	±1	7	13	24	33	23	±2	3.5	±0.1	
ARNG	99	±1	8	12	20	34	26	±4	3.6	±0.1	
USAR	99	±1	7	15	26	32	20	±4	3.4	±0.1	
USNR	99	±1	6	11	29	33	22	±4	3.5	±0.1	
USMCR	98	±2	10	16	32	24	19	±10	3.2	±0.2	
ANG	100	±1	5	14	27	33	21	±4	3.5	±0.1	
USAFR	100	±1	7	12	27	33	22	±3	3.5	±0.1	
Enlisted	99	±1	7	13	24	33	23	±3	3.5	±0.1	
E1 – E4	100	±1	9	12	25	30	25	±5	3.5	±0.2	
E5 – E9	99	±1	6	14	24	34	21	±3	3.5	±0.1	
Officers	99	±1	5	15	25	32	22	±3	3.5	±0.1	

Note. Percent responding are Reserve component members who answered the question.

21f. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
HISPANIC	99	±1	8	9	20	35	28	±3	3.7	±0.1	
ARNG	98	±2	8	8	20	35	30	±6	3.7	±0.2	
USAR	99	±2	10	9	21	32	28	±6	3.6	±0.2	
USNR	100	±1	4	11	22	36	27	±8	3.7	±0.2	
USMCR	100	±1	9	13	24	34	21	±8	3.4	±0.2	
ANG	99	±1	4	7	15	46	27	±8	3.8	±0.2	
USAFR	100	±1	3	12	20	31	34	±9	3.8	±0.2	
Enlisted	99	±1	8	9	20	34	29	±4	3.7	±0.1	
E1 – E4	99	±2	10	7	21	33	29	±6	3.6	±0.2	
E5 – E9	99	±1	6	10	19	36	28	±5	3.7	±0.1	
Officers	100	±1	6	10	19	37	27	±5	3.7	±0.1	
AIAN	100	±1	4	6	16	42	32	±11	3.9	±0.2	
ARNG	100	±1	3	4	9	42	43	±16	4.2	±0.2	
USAR	100	±0	NR	4	NR	NR	NR	±3	3.6	±0.4	
USNR	100	±0	NR	NR	17	NR	15	±13	3.0	±0.6	
ANG	100	±1	2	3	NR	NR	NR	±4	3.8	±0.4	
USAFR	100	±1	5	12	NR	NR	24	±11	3.6	±0.3	
Enlisted	100	±1	3	6	16	43	32	±12	3.9	±0.2	
Officers	98	±2	8	7	16	36	32	±15	3.8	±0.4	
ASIAN	99	±1	6	10	24	37	22	±5	3.6	±0.2	
ARNG	100	±1	9	9	24	31	27	±12	3.6	±0.3	
USAR	100	±1	5	11	24	42	18	±9	3.6	±0.2	
USNR	100	±1	2	9	24	42	24	±10	3.8	±0.2	
USMCR	100	±1	3	16	32	33	16	±16	3.4	±0.3	
ANG	98	±2	4	7	24	39	26	±5	3.7	±0.1	
USAFR	99	±1	NR	12	22	40	17	±15	3.5	±0.4	
Enlisted	99	±1	6	10	25	37	22	±6	3.6	±0.2	
Officers	99	±1	5	13	20	39	23	±6	3.6	±0.2	
NHPI	100	±1	2	10	20	44	24	±11	3.8	±0.2	
ARNG	100	±0	2	10	NR	NR	11	±15	3.6	±0.3	
USAR	100	±0	4	7	21	39	29	±8	3.8	±0.2	
USNR	100	±0	6	8	NR	NR	NR	±14	3.6	±0.4	
ANG	100	±0	1	NR	12	27	NR	±15	4.1	±0.5	
USAFR	100	±1	2	13	18	41	26	±11	3.7	±0.3	
Enlisted	100	±1	2	9	20	46	23	±12	3.8	±0.2	
Officers	100	±0	4	NR	16	29	33	±17	3.7	±0.5	
TWO OR MORE RACES	99	±1	7	12	30	29	22	±9	3.5	±0.2	
ARNG	99	±2	3	9	28	32	28	±16	3.7	±0.3	
USAR	100	±1	4	NR	NR	NR	11	±10	3.3	±0.4	
USNR	99	±2	4	17	25	23	NR	±12	3.6	±0.5	
USMCR	96	±8	NR	4	NR	NR	17	±17	NR		
ANG	99	±1	NR	8	NR	19	21	±17	3.3	±0.4	
USAFR	100	±1	NR	NR	12	NR	15	±12	3.1	±0.5	
Enlisted	99	±1	6	12	32	30	21	±11	3.5	±0.2	
Officers	100	±1	12	18	20	23	27	±14	3.3	±0.4	
USCGR	100	±1	4	14	25	33	24	±4	3.6	±0.1	
White	100	±1	4	14	25	32	25	±5	3.6	±0.1	
Black	98	±4	NR	15	27	40	16	±15	3.5	±0.3	
Hispanic	100	±0	2	14	24	28	31	±11	3.7	±0.3	
Other Race/Ethnicity	100	±0	5	15	21	41	18	±10	3.5	±0.2	
Enlisted	100	±0	4	14	26	33	23	±4	3.6	±0.1	
E1 – E4	100	±0	4	19	25	30	23	±7	3.5	±0.2	
E5 – E9	100	±0	4	10	27	37	22	±5	3.6	±0.2	
Officers	99	±2	3	14	20	31	32	±7	3.8	±0.2	

NR: Not reportable

21. How much do you agree or disagree with each of the following statements about serving in the National Guard/ Reserve?

g. I really feel as if the military's values are my own.

1. Strongly disagree  
4. Agree

2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	99	±1	3	4	15	43	36	±2	4.1	±0.1	
ARNG	99	±1	3	3	13	42	38	±3	4.1	±0.1	
USAR	99	±1	2	4	14	45	35	±3	4.1	±0.1	
USNR	99	±1	2	4	15	44	35	±4	4.1	±0.1	
USMCR	99	±1	5	7	17	45	27	±5	3.8	±0.1	
ANG	100	±1	2	3	20	43	33	±4	4.0	±0.1	
USAFR	100	±1	2	5	15	45	34	±4	4.0	±0.1	
Enlisted	99	±1	3	4	16	43	35	±2	4.0	±0.1	
E1 – E4	99	±1	4	4	17	41	34	±3	4.0	±0.1	
E5 – E9	99	±1	2	3	15	45	35	±3	4.1	±0.1	
Officers	99	±1	1	3	11	45	40	±2	4.2	±0.1	
O1 – O3	99	±1	2	3	12	46	37	±3	4.1	±0.1	
O4 – O6	99	±1	1	3	10	42	43	±3	4.2	±0.1	
Male	99	±1	2	4	15	44	36	±2	4.1	±0.1	
Female	99	±1	3	4	15	42	36	±3	4.0	±0.1	
AGR/FTS/AR	99	±1	2	3	13	42	40	±4	4.1	±0.1	
Other Selected Reserve	99	±1	3	4	15	43	35	±2	4.1	±0.1	
Reserve Unit	99	±1	3	4	15	43	35	±2	4.0	±0.1	
Military Technician	100	±1	3	5	16	43	33	±5	4.0	±0.1	
IMA	100	±1	1	3	10	49	38	±6	4.2	±0.1	
Not Activated Past 12 Months	99	±1	2	4	15	43	36	±2	4.1	±0.1	
Activated Past 12 Months	99	±1	3	3	15	45	34	±4	4.0	±0.1	
Not Deployed Past 12 Months	99	±1	2	4	15	43	36	±2	4.1	±0.1	
Deployed Past 12 Months	99	±1	4	4	14	45	34	±3	4.0	±0.1	
Deployed OIF/OEF	99	±1	4	4	15	43	34	±4	4.0	±0.1	
WHITE	99	±1	2	4	14	43	37	±2	4.1	±0.1	
ARNG	99	±1	3	4	13	41	39	±3	4.1	±0.1	
USAR	99	±1	1	3	14	45	36	±5	4.1	±0.1	
USNR	99	±2	2	5	11	45	38	±5	4.1	±0.1	
USMCR	99	±1	5	7	16	45	27	±6	3.8	±0.2	
ANG	100	±1	1	3	21	41	34	±5	4.0	±0.1	
USAFR	100	±0	2	5	13	44	36	±6	4.1	±0.1	
Enlisted	99	±1	3	4	15	42	36	±3	4.0	±0.1	
E1 – E4	99	±1	4	5	16	40	36	±4	4.0	±0.1	
E5 – E9	99	±1	2	4	15	44	36	±3	4.1	±0.1	
Officers	99	±1	1	4	11	45	40	±3	4.2	±0.1	
BLACK	98	±1	2	4	17	46	30	±3	4.0	±0.1	
ARNG	98	±2	2	4	14	47	33	±5	4.1	±0.1	
USAR	98	±2	2	4	18	45	31	±4	4.0	±0.1	
USNR	99	±1	2	5	21	44	27	±4	3.9	±0.1	
USMCR	99	±1	4	12	20	45	19	±11	3.6	±0.2	
ANG	99	±1	4	6	21	44	25	±4	3.8	±0.1	
USAFR	99	±1	3	5	21	47	26	±3	3.9	±0.1	
Enlisted	98	±1	2	4	18	46	30	±3	4.0	±0.1	
E1 – E4	98	±2	3	5	20	41	32	±5	3.9	±0.1	
E5 – E9	99	±1	2	4	16	49	29	±3	4.0	±0.1	
Officers	99	±1	1	3	13	48	35	±3	4.1	±0.1	

Note. Percent responding are Reserve component members who answered the question.



2007 Workplace and Equal Opportunity Survey of Reserve Component Members

21g. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
HISPANIC	99	±1	4	2	13	42	40	±3	4.1	±0.1	
ARNG	99	±1	5	1	11	37	46	±6	4.2	±0.2	
USAR	99	±1	4	3	10	45	38	±6	4.1	±0.2	
USNR	99	±1	2	3	17	42	35	±8	4.0	±0.2	
USMCR	97	±4	6	3	19	42	30	±8	3.9	±0.2	
ANG	99	±1	1	2	14	51	31	±8	4.1	±0.1	
USAFR	99	±1	1	2	15	44	38	±9	4.2	±0.2	
Enlisted	99	±1	4	2	13	42	39	±4	4.1	±0.1	
E1 – E4	99	±1	5	2	14	41	37	±6	4.0	±0.2	
E5 – E9	99	±1	3	2	12	43	40	±5	4.1	±0.1	
Officers	99	±1	2	2	8	40	48	±5	4.3	±0.1	
AIAN	99	±1	4	6	16	43	32	±11	3.9	±0.3	
ARNG	99	±1	NR	1	17	39	37	±16	4.0	±0.4	
USAR	100	±1	0	NR	11	NR	24	±18	3.7	±0.6	
USNR	99	±1	1	2	NR	21	NR	±13	3.8	±0.5	
ANG	100	±1	0	2	5	NR	16	±14	4.1	±0.1	
USAFR	100	±1	NR	2	10	NR	32	±13	3.7	±0.7	
Enlisted	100	±1	4	6	17	44	30	±12	3.9	±0.3	
Officers	98	±2	NR	2	7	37	48	±14	4.2	±0.4	
ASIAN	99	±1	2	4	18	48	28	±5	4.0	±0.1	
ARNG	99	±1	5	2	15	45	33	±12	4.0	±0.3	
USAR	99	±2	2	5	20	46	27	±8	3.9	±0.1	
USNR	99	±1	1	2	17	52	28	±9	4.0	±0.2	
USMCR	100	±0	1	NR	23	47	18	±14	3.7	±0.3	
ANG	98	±2	1	3	19	53	24	±5	4.0	±0.1	
USAFR	99	±1	1	4	17	51	27	±16	4.0	±0.3	
Enlisted	99	±1	3	4	19	48	27	±6	3.9	±0.2	
Officers	99	±2	1	3	14	46	36	±5	4.1	±0.1	
NHPI	99	±1	1	5	14	55	26	±10	4.0	±0.2	
ARNG	100	±1	NR	NR	12	NR	11	±16	3.9	±0.2	
USAR	98	±2	2	2	16	41	40	±7	4.1	±0.2	
USNR	98	±5	NR	3	7	NR	NR	±14	4.0	±0.2	
ANG	100	±0	1	4	16	NR	NR	±11	4.2	±0.4	
USAFR	99	±2	1	7	16	48	28	±11	4.0	±0.2	
Enlisted	99	±1	1	5	13	56	25	±11	4.0	±0.2	
Officers	100	±1	0	4	NR	NR	32	±16	4.1	±0.3	
TWO OR MORE RACES	100	±1	2	2	18	46	31	±9	4.0	±0.2	
ARNG	99	±2	0	1	23	46	30	±17	4.0	±0.3	
USAR	100	±1	2	1	NR	NR	NR	±5	4.2	±0.3	
USNR	100	±0	1	4	22	32	NR	±12	4.1	±0.3	
USMCR	100	±0	2	1	NR	NR	NR	±6	NR		
ANG	100	±1	NR	2	11	NR	31	±18	4.0	±0.4	
USAFR	100	±1	NR	NR	NR	NR	19	±18	3.7	±0.5	
Enlisted	100	±1	2	2	19	47	29	±10	4.0	±0.2	
Officers	100	±1	NR	3	12	38	41	±11	4.0	±0.4	
USCGR	99	±1	1	3	21	47	28	±4	4.0	±0.1	
White	100	±1	1	3	21	47	28	±5	4.0	±0.1	
Black	98	±5	NR	3	29	46	22	±15	3.9	±0.3	
Hispanic	99	±3	3	3	15	47	32	±11	4.0	±0.2	
Other Race/Ethnicity	98	±3	1	5	18	54	22	±9	3.9	±0.2	
Enlisted	99	±1	2	4	22	47	26	±5	3.9	±0.1	
E1 – E4	100	±1	2	5	26	42	26	±8	3.8	±0.2	
E5 – E9	99	±1	1	3	19	52	25	±5	4.0	±0.1	
Officers	99	±2	0	2	14	48	37	±7	4.2	±0.1	

NR: Not reportable

21. How much do you agree or disagree with each of the following statements about serving in the National Guard/Reserve?

h. Generally, on a day-to-day basis, I am proud to be in the National Guard/Reserve.

1. Strongly disagree  
4. Agree

2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	100	±1	1	2	8	39	50	±2	4.3	±0.1	
ARNG	100	±1	2	3	8	40	48	±3	4.3	±0.1	
USAR	100	±1	1	2	9	42	46	±3	4.3	±0.1	
USNR	99	±1	1	2	5	34	58	±4	4.5	±0.1	
USMCR	100	±1	2	3	8	42	45	±5	4.3	±0.1	
ANG	100	±1	1	1	7	36	56	±4	4.5	±0.1	
USAFR	100	±1	0	1	5	37	57	±4	4.5	±0.1	
Enlisted	100	±1	1	2	9	39	49	±2	4.3	±0.1	
E1 – E4	100	±1	2	3	10	40	45	±3	4.2	±0.1	
E5 – E9	100	±1	1	2	7	39	52	±3	4.4	±0.1	
Officers	100	±1	1	1	4	38	57	±2	4.5	±0.1	
O1 – O3	100	±1	1	2	6	40	51	±3	4.4	±0.1	
O4 – O6	100	±1	0	1	3	35	61	±3	4.6	±0.1	
Male	100	±1	1	2	8	39	50	±2	4.3	±0.1	
Female	99	±1	1	2	8	40	49	±3	4.3	±0.1	
AGR/FTS/AR	100	±1	1	2	8	37	52	±4	4.4	±0.1	
Other Selected Reserve	100	±1	1	2	8	39	50	±2	4.3	±0.1	
Reserve Unit	100	±1	1	2	8	39	49	±2	4.3	±0.1	
Military Technician	100	±1	1	2	8	40	49	±5	4.4	±0.1	
IMA	100	±1	1	0	3	36	60	±5	4.5	±0.1	
Not Activated Past 12 Months	100	±1	1	2	8	40	50	±2	4.4	±0.1	
Activated Past 12 Months	100	±1	2	2	9	38	49	±4	4.3	±0.1	
Not Deployed Past 12 Months	100	±1	1	2	8	39	50	±2	4.4	±0.1	
Deployed Past 12 Months	100	±1	2	3	8	40	48	±3	4.3	±0.1	
Deployed OIF/OEF	100	±1	2	3	8	40	48	±4	4.3	±0.1	
WHITE	100	±1	1	2	7	38	52	±2	4.4	±0.1	
ARNG	100	±1	2	3	8	39	49	±3	4.3	±0.1	
USAR	100	±1	0	1	8	41	50	±5	4.4	±0.1	
USNR	99	±1	1	2	4	31	62	±5	4.5	±0.1	
USMCR	100	±1	2	3	7	43	45	±6	4.3	±0.2	
ANG	100	±1	0	1	7	34	58	±5	4.5	±0.1	
USAFR	100	±0	0	1	5	34	59	±6	4.5	±0.1	
Enlisted	100	±1	1	2	8	38	51	±3	4.4	±0.1	
E1 – E4	100	±1	1	2	9	40	47	±4	4.3	±0.1	
E5 – E9	100	±1	1	2	7	36	54	±3	4.4	±0.1	
Officers	100	±1	0	1	3	37	58	±3	4.5	±0.1	
BLACK	99	±1	1	3	10	43	42	±3	4.2	±0.1	
ARNG	99	±1	2	3	11	42	43	±5	4.2	±0.1	
USAR	99	±1	2	3	12	44	39	±4	4.2	±0.1	
USNR	100	±1	1	2	8	44	45	±4	4.3	±0.1	
USMCR	100	±0	2	3	11	40	44	±9	4.2	±0.2	
ANG	100	±1	0	2	7	45	45	±4	4.3	±0.1	
USAFR	100	±1	1	1	7	44	47	±3	4.4	±0.1	
Enlisted	99	±1	1	3	11	43	41	±3	4.2	±0.1	
E1 – E4	100	±1	3	4	16	38	39	±5	4.1	±0.1	
E5 – E9	99	±1	1	2	8	47	43	±3	4.3	±0.1	
Officers	99	±1	1	1	5	43	50	±3	4.4	±0.1	

Note. Percent responding are Reserve component members who answered the question.

21h. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
HISPANIC	99	±1	2	3	8	39	49	±3	4.3	±0.1	
ARNG	100	±1	3	3	8	39	48	±6	4.3	±0.2	
USAR	99	±1	1	4	11	40	43	±6	4.2	±0.2	
USNR	99	±1	1	2	5	37	55	±8	4.4	±0.2	
USMCR	100	±1	3	2	10	37	48	±8	4.3	±0.2	
ANG	100	±1	1	1	8	42	49	±9	4.4	±0.2	
USAFR	99	±1	0	1	4	33	62	±9	4.6	±0.1	
Enlisted	99	±1	2	3	9	39	48	±4	4.3	±0.1	
E1 – E4	99	±1	3	3	11	40	44	±6	4.2	±0.1	
E5 – E9	99	±1	1	3	7	38	51	±5	4.3	±0.1	
Officers	99	±2	1	3	4	36	56	±5	4.4	±0.1	
AIAN	100	±1	0	NR	8	47	41	±11	4.3	±0.2	
ARNG	100	±1	0	1	10	54	35	±15	4.2	±0.2	
USAR	100	±0	0	NR	9	NR	NR	±13	NR		
USNR	100	±1	0	0	12	NR	NR	±12	4.4	±0.3	
ANG	100	±1	0	1	2	NR	NR	±3	NR		
USAFR	100	±0	0	1	6	20	73	±12	4.7	±0.2	
Enlisted	100	±1	0	NR	9	49	38	±12	4.2	±0.2	
Officers	100	±0	0	1	3	28	68	±11	4.6	±0.2	
ASIAN	100	±1	2	2	10	46	41	±5	4.2	±0.1	
ARNG	100	±0	NR	2	10	41	42	±11	4.1	±0.3	
USAR	100	±1	1	2	13	51	33	±8	4.1	±0.1	
USNR	100	±1	0	2	8	41	49	±9	4.4	±0.2	
USMCR	100	±0	0	1	15	48	36	±16	4.2	±0.2	
ANG	99	±1	1	1	7	46	45	±5	4.3	±0.1	
USAFR	100	±1	1	2	4	49	44	±14	4.3	±0.2	
Enlisted	100	±1	2	2	10	47	39	±6	4.2	±0.2	
Officers	100	±1	0	2	8	39	51	±5	4.4	±0.1	
NHPI	100	±1	1	2	9	41	48	±11	4.3	±0.2	
ARNG	100	±0	1	NR	12	NR	NR	±17	4.3	±0.4	
USAR	99	±1	1	0	8	44	47	±7	4.3	±0.1	
USNR	100	±0	NR	4	3	NR	NR	±12	4.2	±0.2	
ANG	100	±0	0	0	5	NR	NR	±6	4.5	±0.3	
USAFR	100	±0	0	2	7	43	48	±11	4.4	±0.2	
Enlisted	100	±1	1	2	9	42	46	±12	4.3	±0.2	
Officers	100	±0	0	0	4	NR	NR	±5	4.5	±0.2	
TWO OR MORE RACES	100	±1	2	2	7	41	48	±9	4.3	±0.2	
ARNG	100	±0	2	1	9	44	45	±16	4.3	±0.3	
USAR	100	±0	0	NR	7	NR	NR	±7	4.2	±0.5	
USNR	100	±0	1	2	8	36	53	±15	4.4	±0.2	
USMCR	100	±0	1	NR	7	NR	NR	±13	4.3	±0.4	
ANG	100	±1	NR	1	3	NR	NR	±3	4.3	±0.4	
USAFR	100	±1	0	0	3	NR	NR	±3	4.4	±0.2	
Enlisted	100	±1	1	3	6	42	48	±10	4.3	±0.2	
Officers	100	±0	NR	2	11	32	50	±11	4.2	±0.4	
USCGR	100	±1	0	1	5	42	52	±4	4.4	±0.1	
White	100	±0	0	1	5	41	53	±5	4.5	±0.1	
Black	98	±5	NR	NR	3	52	45	±15	4.4	±0.2	
Hispanic	100	±0	NR	NR	9	37	53	±11	4.4	±0.2	
Other Race/Ethnicity	100	±0	1	2	5	51	42	±9	4.3	±0.2	
Enlisted	100	±1	0	1	6	45	48	±5	4.4	±0.1	
E1 – E4	100	±0	0	3	8	47	41	±8	4.3	±0.2	
E5 – E9	100	±1	0	0	5	42	53	±5	4.5	±0.1	
Officers	100	±0	0	0	0	29	70	±6	4.7	±0.1	

NR: Not reportable

**21. How much do you agree or disagree with each of the following statements about serving in the National Guard/Reserve?**

**i. If I left the National Guard/Reserve, I would feel like I had let my country down.**

1. Strongly disagree  
4. Agree

2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	99	±1	14	24	27	20	15	±2	3.0	±0.1	
ARNG	100	±1	14	23	26	19	18	±3	3.1	±0.1	
USAR	99	±1	16	25	26	20	13	±3	2.9	±0.1	
USNR	99	±1	10	24	28	22	16	±4	3.1	±0.1	
USMCR	100	±1	20	27	22	20	12	±5	2.8	±0.2	
ANG	100	±1	14	21	32	19	14	±4	3.0	±0.1	
USAFR	100	±1	14	28	26	20	12	±4	2.9	±0.1	
Enlisted	99	±1	14	23	28	20	16	±2	3.0	±0.1	
E1 – E4	100	±1	15	23	26	19	17	±3	3.0	±0.1	
E5 – E9	99	±1	14	23	28	21	14	±2	3.0	±0.1	
Officers	100	±1	14	29	23	20	14	±2	2.9	±0.1	
O1 – O3	100	±1	15	27	24	20	14	±3	2.9	±0.1	
O4 – O6	100	±1	14	30	23	20	13	±3	2.9	±0.1	
Male	99	±1	14	24	26	20	16	±2	3.0	±0.1	
Female	99	±1	13	24	30	19	14	±3	3.0	±0.1	
AGR/FTS/AR	100	±1	15	24	28	18	16	±4	3.0	±0.1	
Other Selected Reserve	99	±1	14	24	27	20	15	±2	3.0	±0.1	
Reserve Unit	99	±1	14	24	27	20	15	±2	3.0	±0.1	
Military Technician	100	±1	12	23	32	18	14	±5	3.0	±0.2	
IMA	100	±1	14	27	26	19	14	±5	2.9	±0.2	
Not Activated Past 12 Months	99	±1	14	25	27	20	15	±2	3.0	±0.1	
Activated Past 12 Months	100	±1	16	22	27	19	16	±3	3.0	±0.1	
Not Deployed Past 12 Months	100	±1	13	24	27	20	15	±2	3.0	±0.1	
Deployed Past 12 Months	99	±1	17	23	26	20	15	±3	2.9	±0.1	
Deployed OIF/OEF	99	±1	17	23	26	18	15	±3	2.9	±0.1	
WHITE	100	±1	14	24	26	20	16	±2	3.0	±0.1	
ARNG	100	±1	14	23	25	19	18	±3	3.1	±0.1	
USAR	99	±1	15	27	23	22	13	±4	2.9	±0.2	
USNR	99	±1	10	25	27	22	16	±5	3.1	±0.2	
USMCR	100	±1	20	27	19	20	14	±6	2.8	±0.2	
ANG	100	±1	13	21	32	19	15	±5	3.0	±0.2	
USAFR	100	±0	13	29	24	21	13	±5	2.9	±0.2	
Enlisted	100	±1	14	23	26	20	16	±2	3.0	±0.1	
E1 – E4	100	±1	15	24	24	19	18	±3	3.0	±0.1	
E5 – E9	99	±1	13	23	27	21	15	±3	3.0	±0.1	
Officers	100	±1	14	29	23	20	14	±2	2.9	±0.1	
BLACK	99	±1	16	26	32	17	10	±3	2.8	±0.1	
ARNG	99	±2	15	23	30	19	12	±4	2.9	±0.1	
USAR	99	±1	17	26	34	15	8	±4	2.7	±0.1	
USNR	100	±1	12	27	30	19	11	±4	2.9	±0.1	
USMCR	100	±1	27	36	19	10	8	±9	2.4	±0.2	
ANG	100	±1	15	32	31	14	8	±4	2.7	±0.1	
USAFR	99	±1	15	31	32	13	8	±3	2.7	±0.1	
Enlisted	99	±1	15	26	32	17	10	±3	2.8	±0.1	
E1 – E4	99	±1	16	24	31	17	12	±5	2.8	±0.2	
E5 – E9	99	±1	15	27	33	17	9	±3	2.8	±0.1	
Officers	99	±1	17	33	26	17	8	±3	2.7	±0.1	

Note. Percent responding are Reserve component members who answered the question.

21i. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
HISPANIC	99	±1	14	20	27	22	18	±3	3.1	±0.1	
ARNG	99	±2	12	18	26	21	23	±6	3.2	±0.2	
USAR	99	±2	18	20	25	22	15	±5	3.0	±0.2	
USNR	99	±1	7	24	31	20	18	±7	3.2	±0.2	
USMCR	100	±1	18	25	25	21	10	±8	2.8	±0.2	
ANG	100	±1	15	16	29	26	13	±9	3.1	±0.2	
USAFR	100	±1	11	20	30	19	20	±9	3.2	±0.3	
Enlisted	99	±1	14	19	27	22	18	±3	3.1	±0.1	
E1 – E4	98	±2	14	19	27	20	20	±5	3.1	±0.2	
E5 – E9	99	±1	13	19	28	23	16	±4	3.1	±0.2	
Officers	100	±1	14	24	23	22	17	±4	3.0	±0.2	
AIAN	100	±1	10	17	35	20	19	±12	3.2	±0.3	
ARNG	100	±1	5	19	35	17	23	±16	3.3	±0.4	
USAR	100	±0	10	9	NR	NR	NR	±13	3.3	±0.4	
USNR	100	±0	NR	NR	12	NR	10	±9	2.4	±0.6	
ANG	100	±1	NR	9	NR	15	7	±17	NR		
USAFR	100	±0	14	NR	NR	17	17	±10	3.0	±0.3	
Enlisted	100	±1	10	16	37	19	18	±13	3.2	±0.3	
Officers	100	±0	17	19	16	28	19	±17	3.1	±0.4	
ASIAN	100	±1	12	20	30	21	17	±5	3.1	±0.2	
ARNG	99	±1	15	20	30	18	18	±13	3.0	±0.4	
USAR	100	±1	11	19	29	20	21	±12	3.2	±0.3	
USNR	100	±1	5	15	30	31	19	±10	3.4	±0.2	
USMCR	100	±1	11	27	43	12	7	±15	2.8	±0.2	
ANG	99	±1	9	20	33	26	13	±5	3.1	±0.2	
USAFR	100	±1	NR	25	22	24	10	±15	2.8	±0.4	
Enlisted	100	±1	12	19	31	21	17	±7	3.1	±0.2	
Officers	100	±1	10	27	24	24	14	±5	3.1	±0.2	
NHPI	100	±1	10	16	38	22	14	±12	3.1	±0.2	
ARNG	100	±0	10	NR	NR	NR	9	±13	3.1	±0.4	
USAR	99	±1	11	15	29	22	23	±8	3.3	±0.2	
USNR	98	±3	7	6	NR	NR	NR	±14	3.6	±0.4	
ANG	100	±0	6	26	NR	10	13	±18	3.0	±0.3	
USAFR	98	±4	13	22	40	15	10	±11	2.9	±0.3	
Enlisted	99	±1	9	16	38	23	15	±13	3.2	±0.2	
Officers	100	±0	19	NR	37	16	6	±17	2.7	±0.4	
TWO OR MORE RACES	100	±1	18	36	23	13	10	±9	2.6	±0.2	
ARNG	100	±0	16	47	12	13	13	±16	2.6	±0.4	
USAR	100	±0	NR	NR	NR	9	7	±10	2.5	±0.4	
USNR	100	±0	9	28	20	18	NR	±14	3.2	±0.6	
USMCR	100	±0	NR	8	NR	NR	9	±12	NR		
ANG	99	±1	17	25	NR	NR	6	±17	2.7	±0.4	
USAFR	100	±1	NR	23	NR	9	4	±17	2.3	±0.4	
Enlisted	100	±1	17	37	24	12	10	±11	2.6	±0.3	
Officers	100	±0	25	30	18	18	8	±12	2.5	±0.3	
USCGR	99	±1	12	25	27	20	16	±4	3.0	±0.1	
White	100	±1	12	24	27	20	16	±4	3.0	±0.2	
Black	98	±4	20	24	25	18	13	±15	2.8	±0.4	
Hispanic	99	±3	9	30	26	17	18	±11	3.1	±0.3	
Other Race/Ethnicity	100	±1	16	23	30	22	9	±9	2.9	±0.3	
Enlisted	99	±1	12	23	29	20	16	±4	3.0	±0.2	
E1 – E4	100	±0	13	22	28	19	19	±7	3.1	±0.2	
E5 – E9	99	±1	12	25	29	21	13	±5	3.0	±0.2	
Officers	99	±1	12	31	20	21	17	±7	3.0	±0.2	

NR: Not reportable

21. How much do you agree or disagree with each of the following statements about serving in the National Guard/Reserve?

j. I continue to serve in the National Guard/Reserve because leaving would require considerable sacrifice.

1. Strongly disagree  
4. Agree

2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	100	±1	13	24	31	20	12	±2	2.9	±0.1	
ARNG	99	±1	13	21	31	21	14	±3	3.0	±0.1	
USAR	100	±1	14	25	32	21	9	±3	2.9	±0.1	
USNR	99	±1	11	27	33	17	12	±4	2.9	±0.1	
USMCR	100	±1	19	30	29	15	7	±5	2.6	±0.2	
ANG	100	±1	9	25	30	21	15	±4	3.1	±0.1	
USAFR	100	±1	12	29	33	17	9	±4	2.8	±0.1	
Enlisted	100	±1	12	23	32	21	12	±2	3.0	±0.1	
E1 – E4	100	±1	14	23	32	19	12	±3	2.9	±0.1	
E5 – E9	100	±1	11	23	32	21	13	±2	3.0	±0.1	
Officers	100	±1	15	31	28	18	9	±2	2.8	±0.1	
O1 – O3	100	±1	17	30	27	17	9	±3	2.7	±0.1	
O4 – O6	100	±1	14	33	28	17	9	±3	2.7	±0.1	
Male	100	±1	13	24	31	20	12	±2	2.9	±0.1	
Female	100	±1	11	23	32	21	12	±3	3.0	±0.1	
AGR/FTS/AR	100	±1	7	16	28	28	22	±4	3.4	±0.1	
Other Selected Reserve	100	±1	13	25	32	19	11	±2	2.9	±0.1	
Reserve Unit	100	±1	13	25	32	19	11	±2	2.9	±0.1	
Military Technician	100	±1	7	18	32	26	17	±5	3.3	±0.2	
IMA	100	±1	16	31	27	16	9	±5	2.7	±0.2	
Not Activated Past 12 Months	100	±1	13	24	32	19	12	±2	2.9	±0.1	
Activated Past 12 Months	100	±1	13	26	30	20	10	±4	2.9	±0.1	
Not Deployed Past 12 Months	100	±1	13	24	32	20	12	±2	2.9	±0.1	
Deployed Past 12 Months	99	±1	12	26	30	21	11	±3	2.9	±0.1	
Deployed OIF/OEF	100	±1	12	25	31	19	13	±4	2.9	±0.1	
WHITE	100	±1	13	24	31	19	12	±2	2.9	±0.1	
ARNG	100	±1	14	22	30	20	14	±3	3.0	±0.1	
USAR	100	±1	15	25	32	19	9	±5	2.8	±0.1	
USNR	99	±1	12	28	32	16	12	±5	2.9	±0.2	
USMCR	100	±1	20	29	28	15	8	±6	2.6	±0.2	
ANG	100	±1	9	26	30	20	16	±5	3.1	±0.2	
USAFR	100	±1	12	30	31	16	10	±5	2.8	±0.2	
Enlisted	100	±1	13	23	31	19	13	±3	3.0	±0.1	
E1 – E4	100	±1	14	24	31	18	12	±4	2.9	±0.1	
E5 – E9	100	±1	12	22	31	20	14	±3	3.0	±0.1	
Officers	100	±1	15	31	27	18	9	±2	2.7	±0.1	
BLACK	99	±1	11	26	32	21	11	±3	2.9	±0.1	
ARNG	99	±2	11	24	30	20	14	±4	3.0	±0.1	
USAR	99	±1	12	26	33	23	7	±4	2.9	±0.1	
USNR	99	±1	10	27	32	19	12	±5	3.0	±0.2	
USMCR	100	±0	18	29	34	13	6	±9	2.6	±0.2	
ANG	99	±1	10	27	32	21	10	±3	3.0	±0.1	
USAFR	100	±1	10	31	34	18	7	±3	2.8	±0.1	
Enlisted	99	±1	11	25	32	21	11	±3	3.0	±0.1	
E1 – E4	99	±1	13	23	32	19	12	±5	2.9	±0.2	
E5 – E9	99	±1	9	26	32	23	10	±3	3.0	±0.1	
Officers	99	±1	12	34	30	16	9	±3	2.7	±0.1	

Note. Percent responding are Reserve component members who answered the question.

2007 Workplace and Equal Opportunity Survey of Reserve Component Members

21j. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
HISPANIC	99	±1	13	20	33	23	11	±3	3.0	±0.1	
ARNG	98	±2	11	17	33	25	13	±6	3.1	±0.2	
USAR	100	±1	17	21	29	22	11	±6	2.9	±0.2	
USNR	100	±1	12	28	36	15	10	±8	2.8	±0.2	
USMCR	100	±1	14	30	33	19	5	±9	2.7	±0.2	
ANG	100	±1	11	19	31	27	12	±10	3.1	±0.2	
USAFR	99	±1	13	19	38	19	10	±9	3.0	±0.2	
Enlisted	99	±1	13	20	33	23	12	±4	3.0	±0.1	
E1 – E4	99	±2	15	19	32	23	11	±5	3.0	±0.2	
E5 – E9	100	±1	11	20	34	23	12	±5	3.1	±0.1	
Officers	100	±1	16	28	29	17	10	±4	2.8	±0.2	
AIAN	100	±1	10	18	31	31	10	±12	3.1	±0.3	
ARNG	100	±1	9	11	41	25	14	±16	3.2	±0.4	
USAR	100	±0	12	NR	NR	NR	6	±13	2.9	±0.5	
USNR	100	±1	16	NR	16	NR	7	±16	2.9	±0.6	
ANG	100	±0	3	7	14	NR	7	±13	3.7	±0.2	
USAFR	100	±0	15	NR	NR	9	8	±9	2.7	±0.3	
Enlisted	100	±1	9	17	32	32	10	±13	3.2	±0.3	
Officers	100	±1	19	22	24	25	10	±18	2.9	±0.4	
ASIAN	100	±1	12	21	33	24	11	±5	3.0	±0.2	
ARNG	100	±1	12	20	28	28	13	±12	3.1	±0.3	
USAR	100	±1	12	18	37	27	6	±9	3.0	±0.2	
USNR	99	±1	6	18	42	19	15	±10	3.2	±0.2	
USMCR	100	±0	14	41	30	10	5	±15	2.5	±0.2	
ANG	99	±1	6	16	33	29	16	±5	3.3	±0.2	
USAFR	99	±1	NR	23	32	14	8	±15	2.6	±0.4	
Enlisted	100	±1	11	19	34	25	11	±6	3.1	±0.2	
Officers	100	±1	17	28	31	18	7	±5	2.7	±0.2	
NHPI	99	±1	7	15	41	26	11	±12	3.2	±0.2	
ARNG	100	±0	9	NR	NR	NR	5	±13	3.0	±0.3	
USAR	99	±2	6	13	33	28	19	±7	3.4	±0.2	
USNR	100	±0	7	6	NR	NR	8	±13	3.5	±0.4	
ANG	100	±0	3	12	NR	17	14	±12	3.3	±0.2	
USAFR	97	±4	11	24	31	23	11	±11	3.0	±0.3	
Enlisted	99	±1	7	15	41	27	12	±13	3.2	±0.2	
Officers	99	±2	16	17	NR	20	6	±17	2.8	±0.4	
TWO OR MORE RACES	100	±1	9	34	31	16	10	±9	2.8	±0.2	
ARNG	100	±1	9	35	24	21	12	±16	2.9	±0.4	
USAR	100	±0	8	NR	NR	9	7	±12	2.6	±0.3	
USNR	100	±0	10	30	NR	17	6	±14	2.8	±0.2	
USMCR	100	±0	NR	NR	NR	7	4	±10	2.2	±0.6	
ANG	100	±1	4	24	NR	12	17	±17	3.1	±0.3	
USAFR	100	±0	NR	NR	NR	18	3	±15	2.7	±0.4	
Enlisted	100	±1	9	34	32	16	10	±11	2.8	±0.3	
Officers	100	±1	14	35	22	18	11	±13	2.8	±0.3	
USCGR	100	±1	13	33	30	16	8	±4	2.7	±0.1	
White	100	±0	13	34	29	16	8	±5	2.7	±0.1	
Black	100	±0	15	30	23	20	12	±15	2.8	±0.4	
Hispanic	100	±1	11	34	30	14	11	±11	2.8	±0.3	
Other Race/Ethnicity	100	±0	12	23	43	17	5	±10	2.8	±0.2	
Enlisted	100	±1	13	32	31	16	8	±5	2.7	±0.1	
E1 – E4	100	±0	15	35	30	14	7	±8	2.6	±0.2	
E5 – E9	100	±1	11	29	32	18	9	±5	2.8	±0.2	
Officers	100	±0	13	40	24	14	10	±7	2.7	±0.2	

NR: Not reportable

21. How much do you agree or disagree with each of the following statements about serving in the National Guard/Reserve?

k. I feel like being a member of the National Guard/Reserve can help me achieve what I want in life.

1. Strongly disagree  
4. Agree

2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	99	±1	4	8	20	43	24	±2	3.8	±0.1	
ARNG	99	±1	5	8	20	42	26	±3	3.8	±0.1	
USAR	100	±1	4	10	22	44	21	±3	3.7	±0.1	
USNR	99	±1	2	6	20	47	25	±4	3.9	±0.1	
USMCR	100	±1	8	10	25	42	16	±5	3.5	±0.1	
ANG	100	±1	2	6	18	44	30	±4	3.9	±0.1	
USAFR	100	±1	3	8	22	45	23	±4	3.8	±0.1	
Enlisted	99	±1	4	8	21	43	25	±2	3.8	±0.1	
E1 – E4	99	±1	5	9	19	41	26	±3	3.8	±0.1	
E5 – E9	99	±1	3	8	22	44	23	±3	3.8	±0.1	
Officers	99	±1	3	8	20	46	23	±2	3.8	±0.1	
O1 – O3	100	±1	4	8	21	44	22	±3	3.7	±0.1	
O4 – O6	99	±1	2	7	18	47	24	±3	3.8	±0.1	
Male	99	±1	4	8	21	43	24	±2	3.8	±0.1	
Female	99	±1	4	7	19	43	27	±3	3.8	±0.1	
AGR/FTS/AR	99	±1	2	5	16	44	32	±4	4.0	±0.1	
Other Selected Reserve	99	±1	4	8	21	43	24	±2	3.7	±0.1	
Reserve Unit	99	±1	4	8	21	43	24	±2	3.7	±0.1	
Military Technician	100	±1	2	7	19	45	28	±5	3.9	±0.1	
IMA	99	±1	2	6	22	46	24	±6	3.8	±0.1	
Not Activated Past 12 Months	99	±1	4	8	20	43	24	±2	3.8	±0.1	
Activated Past 12 Months	99	±1	4	9	24	41	22	±4	3.7	±0.1	
Not Deployed Past 12 Months	99	±1	4	8	20	43	25	±2	3.8	±0.1	
Deployed Past 12 Months	99	±1	4	9	23	42	23	±3	3.7	±0.1	
Deployed OIF/OEF	99	±1	4	8	23	41	24	±4	3.7	±0.1	
WHITE	99	±1	4	9	20	43	25	±2	3.8	±0.1	
ARNG	99	±1	4	9	20	42	26	±3	3.8	±0.1	
USAR	100	±1	3	12	21	44	21	±5	3.7	±0.1	
USNR	99	±2	2	6	19	48	26	±5	3.9	±0.1	
USMCR	100	±1	8	8	26	43	15	±6	3.5	±0.2	
ANG	100	±1	2	6	18	43	30	±5	3.9	±0.1	
USAFR	100	±1	2	8	22	45	23	±6	3.8	±0.1	
Enlisted	99	±1	4	9	20	42	25	±3	3.8	±0.1	
E1 – E4	100	±1	5	9	19	40	27	±4	3.8	±0.1	
E5 – E9	99	±1	3	9	21	44	23	±3	3.8	±0.1	
Officers	99	±1	3	8	19	47	24	±3	3.8	±0.1	
BLACK	99	±1	4	7	19	46	24	±3	3.8	±0.1	
ARNG	98	±2	5	6	18	44	28	±5	3.8	±0.1	
USAR	99	±1	3	8	20	48	20	±4	3.7	±0.1	
USNR	99	±1	3	7	22	42	26	±4	3.8	±0.1	
USMCR	99	±2	7	9	19	47	18	±8	3.6	±0.2	
ANG	99	±1	2	7	19	47	25	±4	3.9	±0.1	
USAFR	99	±1	3	6	20	46	25	±3	3.9	±0.1	
Enlisted	99	±1	4	7	19	46	24	±3	3.8	±0.1	
E1 – E4	98	±2	5	8	17	42	28	±5	3.8	±0.1	
E5 – E9	99	±1	3	6	21	48	22	±3	3.8	±0.1	
Officers	99	±1	4	6	20	47	23	±3	3.8	±0.1	

Note. Percent responding are Reserve component members who answered the question.



2007 Workplace and Equal Opportunity Survey of Reserve Component Members

21k. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
HISPANIC	100	±1	5	8	21	40	26	±3	3.8	±0.1	
ARNG	100	±1	4	9	20	39	29	±6	3.8	±0.2	
USAR	100	±1	7	7	22	40	25	±6	3.7	±0.2	
USNR	99	±1	5	6	20	44	25	±8	3.8	±0.2	
USMCR	100	±1	6	17	21	38	18	±8	3.4	±0.2	
ANG	99	±1	2	5	20	41	32	±8	4.0	±0.2	
USAFR	99	±1	2	9	23	45	22	±9	3.8	±0.2	
Enlisted	100	±1	5	8	21	40	26	±4	3.7	±0.1	
E1 – E4	100	±1	5	10	16	43	27	±6	3.8	±0.2	
E5 – E9	99	±1	5	7	25	38	25	±4	3.7	±0.1	
Officers	100	±1	5	7	19	44	25	±5	3.8	±0.1	
AIAN	100	±1	4	5	23	41	27	±11	3.8	±0.3	
ARNG	100	±1	NR	3	21	39	30	±16	3.8	±0.4	
USAR	100	±1	2	NR	NR	NR	18	±18	3.5	±0.4	
USNR	99	±1	4	4	16	NR	16	±16	3.8	±0.2	
ANG	100	±1	0	3	7	NR	NR	±7	4.2	±0.4	
USAFR	100	±0	3	6	NR	30	NR	±13	3.9	±0.4	
Enlisted	100	±1	4	5	23	41	27	±12	3.8	±0.3	
Officers	98	±5	5	6	23	40	26	±15	3.8	±0.3	
ASIAN	100	±1	5	9	26	41	19	±5	3.6	±0.1	
ARNG	100	±1	8	8	24	41	20	±11	3.6	±0.3	
USAR	100	±1	5	10	26	42	18	±9	3.6	±0.2	
USNR	100	±1	1	12	25	42	20	±12	3.7	±0.2	
USMCR	100	±1	NR	10	35	33	11	±17	3.3	±0.4	
ANG	99	±1	2	4	22	46	26	±5	3.9	±0.1	
USAFR	99	±1	2	7	34	35	21	±16	3.7	±0.3	
Enlisted	100	±1	5	8	25	41	20	±6	3.6	±0.2	
Officers	100	±1	3	9	32	39	17	±6	3.6	±0.1	
NHPI	98	±2	3	5	27	43	21	±13	3.7	±0.2	
ARNG	100	±0	4	5	NR	NR	8	±12	3.5	±0.3	
USAR	96	±6	2	4	21	42	30	±7	3.9	±0.2	
USNR	100	±0	NR	4	NR	NR	NR	±12	3.9	±0.2	
ANG	96	±5	3	2	NR	33	NR	±18	4.1	±0.5	
USAFR	100	±1	4	11	27	38	21	±11	3.6	±0.3	
Enlisted	98	±2	3	5	28	42	22	±14	3.7	±0.2	
Officers	100	±0	4	NR	NR	NR	18	±16	3.6	±0.4	
TWO OR MORE RACES	100	±1	5	6	28	42	18	±9	3.6	±0.2	
ARNG	100	±0	NR	5	22	45	23	±16	3.8	±0.4	
USAR	100	±0	3	NR	NR	28	10	±18	3.3	±0.3	
USNR	100	±1	3	7	21	52	17	±15	3.7	±0.2	
USMCR	100	±0	NR	4	NR	NR	8	±11	NR		
ANG	100	±1	2	3	NR	NR	25	±18	4.0	±0.3	
USAFR	99	±1	NR	NR	NR	NR	11	±8	3.3	±0.4	
Enlisted	100	±1	5	6	30	40	19	±11	3.6	±0.2	
Officers	100	±1	3	8	19	55	16	±11	3.7	±0.2	
USCGR	100	±1	2	6	22	48	23	±4	3.8	±0.1	
White	100	±1	2	5	22	49	22	±5	3.8	±0.1	
Black	100	±0	NR	NR	24	54	20	±15	3.9	±0.3	
Hispanic	100	±0	2	8	22	38	29	±11	3.8	±0.3	
Other Race/Ethnicity	100	±0	2	9	20	43	25	±10	3.8	±0.2	
Enlisted	100	±0	2	6	23	49	21	±5	3.8	±0.1	
E1 – E4	100	±0	3	6	25	44	22	±8	3.8	±0.2	
E5 – E9	100	±0	1	6	22	52	20	±5	3.8	±0.1	
Officers	100	±1	1	6	16	47	31	±7	4.0	±0.2	

NR: Not reportable

**21. How much do you agree or disagree with each of the following statements about serving in the National Guard/Reserve?**

**I. I intend to leave the National Guard/Reserve at the next available opportunity.**

1. Strongly disagree  
4. Agree

2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	99	±1	28	28	25	11	8	±2	2.4	±0.1	
ARNG	99	±1	28	27	25	11	10	±3	2.5	±0.1	
USAR	100	±1	24	30	26	12	9	±3	2.5	±0.1	
USNR	99	±1	34	31	22	9	4	±4	2.2	±0.1	
USMCR	99	±1	17	19	31	18	15	±5	2.9	±0.2	
ANG	100	±1	37	28	23	8	4	±4	2.1	±0.1	
USAFR	100	±1	31	33	22	9	6	±4	2.3	±0.1	
Enlisted	99	±1	28	27	25	11	9	±2	2.5	±0.1	
E1 – E4	99	±1	24	22	30	12	12	±3	2.6	±0.1	
E5 – E9	99	±1	30	31	22	11	6	±2	2.3	±0.1	
Officers	99	±1	32	34	20	8	6	±2	2.2	±0.1	
O1 – O3	99	±1	28	33	23	7	8	±3	2.3	±0.1	
O4 – O6	99	±1	36	34	18	8	4	±3	2.1	±0.1	
Male	99	±1	28	28	24	11	8	±2	2.4	±0.1	
Female	99	±1	28	29	26	10	7	±3	2.4	±0.1	
AGR/FTS/AR	99	±1	31	34	22	8	6	±4	2.2	±0.1	
Other Selected Reserve	99	±1	28	28	25	11	8	±2	2.4	±0.1	
Reserve Unit	99	±1	28	28	25	11	8	±2	2.4	±0.1	
Military Technician	100	±1	33	32	21	9	5	±5	2.2	±0.2	
IMA	100	±1	35	34	19	9	4	±6	2.1	±0.2	
Not Activated Past 12 Months	99	±1	28	29	25	11	8	±2	2.4	±0.1	
Activated Past 12 Months	100	±1	30	24	27	10	10	±4	2.5	±0.1	
Not Deployed Past 12 Months	99	±1	29	29	24	11	8	±2	2.4	±0.1	
Deployed Past 12 Months	99	±1	28	26	25	11	10	±3	2.5	±0.1	
Deployed OIF/OEF	99	±1	27	26	25	11	11	±3	2.5	±0.1	
WHITE	99	±1	31	27	23	11	8	±2	2.4	±0.1	
ARNG	99	±1	29	26	24	11	10	±3	2.5	±0.1	
USAR	100	±1	27	30	22	12	8	±4	2.4	±0.2	
USNR	99	±2	39	30	19	9	4	±5	2.1	±0.2	
USMCR	99	±1	20	17	30	18	15	±6	2.9	±0.2	
ANG	100	±1	40	27	22	8	3	±5	2.1	±0.2	
USAFR	100	±1	34	32	20	8	6	±5	2.2	±0.2	
Enlisted	100	±1	31	26	24	11	8	±2	2.4	±0.1	
E1 – E4	100	±1	26	20	29	12	12	±4	2.6	±0.1	
E5 – E9	99	±1	34	30	20	10	6	±3	2.2	±0.1	
Officers	99	±1	33	35	19	7	5	±3	2.2	±0.1	
BLACK	99	±1	21	32	29	11	8	±2	2.5	±0.1	
ARNG	99	±1	22	31	28	11	9	±4	2.5	±0.1	
USAR	98	±2	18	31	31	10	9	±4	2.6	±0.1	
USNR	99	±1	24	33	27	10	6	±5	2.4	±0.2	
USMCR	99	±2	14	26	33	18	8	±9	2.8	±0.2	
ANG	100	±1	24	33	28	10	5	±3	2.4	±0.1	
USAFR	100	±1	23	37	27	8	6	±3	2.4	±0.1	
Enlisted	99	±1	20	31	29	11	8	±3	2.6	±0.1	
E1 – E4	99	±2	21	28	30	10	11	±5	2.6	±0.2	
E5 – E9	99	±1	20	34	29	11	7	±3	2.5	±0.1	
Officers	99	±1	26	35	25	8	6	±3	2.3	±0.1	

Note. Percent responding are Reserve component members who answered the question.

2007 Workplace and Equal Opportunity Survey of Reserve Component Members

21I. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
HISPANIC	99	±1	24	30	24	12	10	±3	2.5	±0.1	
ARNG	99	±1	24	29	21	12	13	±6	2.6	±0.2	
USAR	100	±1	22	30	25	13	10	±6	2.6	±0.2	
USNR	99	±2	29	34	26	6	4	±8	2.2	±0.2	
USMCR	100	±1	10	25	33	16	17	±9	3.1	±0.2	
ANG	100	±1	32	30	24	10	4	±9	2.2	±0.2	
USAFR	99	±1	30	35	19	11	5	±9	2.3	±0.2	
Enlisted	99	±1	23	30	24	12	11	±4	2.6	±0.1	
E1 – E4	99	±1	22	26	27	12	13	±5	2.7	±0.2	
E5 – E9	100	±1	24	33	22	13	8	±4	2.5	±0.2	
Officers	99	±1	30	32	19	10	8	±5	2.3	±0.2	
AIAN	100	±1	23	28	33	13	3	±11	2.5	±0.2	
ARNG	99	±1	22	29	33	14	3	±16	2.5	±0.4	
USAR	100	±1	NR	NR	NR	NR	3	±3	2.6	±0.4	
USNR	99	±1	20	NR	NR	NR	7	±16	2.6	±0.5	
ANG	100	±0	NR	NR	NR	3	2	±4	NR		
USAFR	100	±0	NR	20	NR	7	5	±10	2.4	±0.4	
Enlisted	100	±1	21	28	34	13	3	±12	2.5	±0.3	
Officers	97	±5	38	30	22	6	4	±17	2.1	±0.3	
ASIAN	99	±1	20	23	33	15	8	±5	2.7	±0.2	
ARNG	99	±1	25	16	36	13	10	±13	2.7	±0.3	
USAR	100	±1	11	26	36	18	8	±9	2.9	±0.2	
USNR	99	±1	31	30	23	12	4	±12	2.3	±0.3	
USMCR	100	±1	6	18	38	29	9	±16	3.1	±0.2	
ANG	98	±2	23	33	30	7	6	±5	2.4	±0.2	
USAFR	99	±1	23	22	32	13	NR	±17	2.6	±0.5	
Enlisted	99	±1	20	22	34	16	9	±6	2.7	±0.2	
Officers	100	±1	23	31	30	10	6	±6	2.5	±0.2	
NHPI	100	±1	23	40	20	11	6	±12	2.4	±0.3	
ARNG	100	±0	NR	NR	12	7	6	±12	2.2	±0.4	
USAR	99	±1	20	28	35	10	7	±7	2.5	±0.2	
USNR	100	±0	11	NR	NR	NR	NR	±16	NR		
ANG	100	±1	NR	29	13	NR	5	±16	2.1	±0.6	
USAFR	98	±4	21	39	26	9	6	±11	2.4	±0.3	
Enlisted	100	±1	25	40	19	10	6	±13	2.3	±0.3	
Officers	100	±0	12	NR	28	NR	4	±16	2.6	±0.4	
TWO OR MORE RACES	100	±1	29	23	34	6	8	±9	2.4	±0.3	
ARNG	100	±0	34	25	29	4	8	±16	2.3	±0.4	
USAR	100	±0	11	16	NR	NR	NR	±13	2.9	±0.4	
USNR	100	±1	NR	15	29	12	4	±13	2.2	±0.4	
USMCR	100	±0	NR	NR	NR	3	NR	±6	NR		
ANG	100	±1	NR	28	NR	5	2	±17	2.2	±0.4	
USAFR	99	±2	27	NR	NR	NR	5	±18	2.4	±0.4	
Enlisted	100	±1	28	22	35	6	8	±10	2.4	±0.3	
Officers	100	±1	33	29	23	7	7	±12	2.3	±0.3	
USCGR	100	±1	33	32	21	9	4	±4	2.2	±0.1	
White	100	±1	34	34	19	9	4	±5	2.1	±0.1	
Black	98	±5	29	23	35	13	NR	±15	2.3	±0.3	
Hispanic	100	±1	34	29	24	7	6	±11	2.2	±0.3	
Other Race/Ethnicity	100	±0	22	30	32	9	7	±10	2.5	±0.2	
Enlisted	99	±1	30	32	23	10	5	±4	2.3	±0.1	
E1 – E4	100	±0	27	28	25	14	6	±7	2.4	±0.2	
E5 – E9	99	±1	33	35	22	6	4	±5	2.1	±0.2	
Officers	100	±0	47	35	11	5	2	±7	1.8	±0.2	

NR: Not reportable

21. How much do you agree or disagree with each of the following statements about serving in the National Guard/Reserve?

m. My National Guard/Reserve component's evaluation/selection system is effective in promoting its best members.

1. Strongly disagree  
4. Agree

2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	99	±1	18	20	30	25	7	±2	2.8	±0.1	
ARNG	99	±1	23	22	29	20	6	±3	2.6	±0.1	
USAR	100	±1	16	19	31	27	7	±3	2.9	±0.1	
USNR	99	±1	14	16	27	35	8	±4	3.1	±0.1	
USMCR	99	±1	17	20	29	27	7	±5	2.9	±0.2	
ANG	99	±1	12	21	31	29	8	±4	3.0	±0.1	
USAFR	100	±1	14	18	30	31	7	±4	3.0	±0.1	
Enlisted	99	±1	19	20	30	24	7	±2	2.8	±0.1	
E1 – E4	99	±1	19	16	34	23	8	±3	2.8	±0.1	
E5 – E9	99	±1	20	22	26	25	7	±2	2.8	±0.1	
Officers	99	±1	13	21	28	32	6	±2	3.0	±0.1	
O1 – O3	99	±1	14	22	33	27	5	±3	2.9	±0.1	
O4 – O6	100	±1	12	20	26	36	6	±3	3.0	±0.1	
Male	99	±1	19	20	29	25	7	±2	2.8	±0.1	
Female	100	±1	17	20	32	25	6	±3	2.8	±0.1	
AGR/FTS/AR	99	±1	23	25	25	22	6	±4	2.6	±0.1	
Other Selected Reserve	99	±1	18	20	30	26	7	±2	2.8	±0.1	
Reserve Unit	99	±1	18	20	30	25	7	±2	2.8	±0.1	
Military Technician	100	±1	20	22	31	21	6	±5	2.7	±0.2	
IMA	100	±1	8	18	30	37	7	±6	3.2	±0.2	
Not Activated Past 12 Months	99	±1	16	19	31	27	7	±2	2.9	±0.1	
Activated Past 12 Months	100	±1	24	21	29	21	5	±4	2.6	±0.1	
Not Deployed Past 12 Months	99	±1	16	19	31	26	7	±2	2.9	±0.1	
Deployed Past 12 Months	100	±1	25	22	25	22	6	±3	2.6	±0.1	
Deployed OIF/OEF	100	±1	25	23	25	21	6	±4	2.6	±0.1	
WHITE	100	±1	19	21	29	25	6	±2	2.8	±0.1	
ARNG	99	±1	24	22	29	20	5	±3	2.6	±0.1	
USAR	100	±1	18	21	30	26	6	±5	2.8	±0.1	
USNR	98	±2	14	16	25	37	8	±5	3.1	±0.2	
USMCR	100	±1	20	20	27	26	7	±6	2.8	±0.2	
ANG	99	±1	11	21	30	28	9	±5	3.0	±0.2	
USAFR	100	±1	14	18	30	32	7	±5	3.0	±0.2	
Enlisted	100	±1	20	20	29	23	6	±2	2.8	±0.1	
E1 – E4	100	±1	20	17	34	22	7	±4	2.8	±0.1	
E5 – E9	99	±1	20	23	26	24	6	±3	2.7	±0.1	
Officers	99	±1	13	22	28	33	5	±3	3.0	±0.1	
BLACK	99	±1	17	18	31	27	8	±3	2.9	±0.1	
ARNG	98	±2	23	21	28	19	9	±4	2.7	±0.2	
USAR	99	±1	13	14	33	32	8	±4	3.1	±0.1	
USNR	99	±1	13	17	29	31	10	±4	3.1	±0.1	
USMCR	97	±5	11	16	31	37	6	±10	3.1	±0.2	
ANG	99	±1	13	20	32	27	8	±3	3.0	±0.1	
USAFR	100	±1	14	19	32	30	7	±3	3.0	±0.1	
Enlisted	99	±1	17	18	31	26	8	±3	2.9	±0.1	
E1 – E4	99	±2	19	11	35	26	9	±5	3.0	±0.2	
E5 – E9	99	±1	16	22	28	27	7	±3	2.9	±0.1	
Officers	99	±1	12	18	31	32	8	±3	3.1	±0.1	

Note. Percent responding are Reserve component members who answered the question.

2007 Workplace and Equal Opportunity Survey of Reserve Component Members

21m. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
HISPANIC	99	±1	18	20	29	24	8	±3	2.8	±0.1	
ARNG	99	±1	25	23	27	17	8	±6	2.6	±0.2	
USAR	100	±1	17	17	29	27	10	±5	3.0	±0.2	
USNR	98	±3	11	18	32	32	7	±8	3.1	±0.2	
USMCR	100	±1	9	20	33	31	7	±8	3.1	±0.2	
ANG	100	±1	13	19	33	30	6	±9	3.0	±0.2	
USAFR	99	±1	13	21	28	30	8	±9	3.0	±0.2	
Enlisted	99	±1	18	20	29	24	8	±3	2.8	±0.1	
E1 – E4	99	±1	16	19	34	21	10	±5	2.9	±0.2	
E5 – E9	99	±1	20	21	26	26	7	±4	2.8	±0.2	
Officers	99	±1	16	19	28	30	8	±4	3.0	±0.2	
AIAN	99	±1	18	21	26	28	7	±11	2.8	±0.3	
ARNG	99	±1	23	26	22	23	NR	±17	2.6	±0.5	
USAR	100	±1	10	NR	NR	NR	3	±13	3.0	±0.4	
USNR	98	±3	NR	15	NR	NR	9	±16	2.7	±0.7	
ANG	100	±1	6	9	15	NR	NR	±17	3.7	±0.5	
USAFR	100	±0	NR	19	23	NR	6	±11	2.7	±0.6	
Enlisted	100	±1	18	22	26	27	8	±12	2.8	±0.3	
Officers	97	±5	22	16	20	37	4	±15	2.8	±0.4	
ASIAN	100	±1	14	16	34	29	6	±5	3.0	±0.1	
ARNG	100	±1	20	20	32	23	4	±11	2.7	±0.3	
USAR	100	±1	9	14	43	27	7	±9	3.1	±0.2	
USNR	100	±1	13	12	31	35	10	±11	3.2	±0.3	
USMCR	100	±1	9	21	41	27	3	±14	3.0	±0.3	
ANG	99	±1	10	18	34	29	9	±5	3.1	±0.1	
USAFR	100	±1	NR	13	21	41	5	±15	3.0	±0.5	
Enlisted	100	±1	15	15	35	28	6	±6	3.0	±0.2	
Officers	100	±0	12	22	31	30	5	±5	2.9	±0.2	
NHPI	100	±1	10	16	34	30	10	±11	3.1	±0.2	
ARNG	100	±0	8	NR	NR	NR	6	±10	3.0	±0.5	
USAR	99	±1	14	13	30	32	11	±8	3.1	±0.2	
USNR	99	±3	8	9	NR	NR	10	±15	3.5	±0.5	
ANG	100	±1	8	13	NR	NR	14	±13	3.2	±0.3	
USAFR	99	±2	7	13	34	29	17	±11	3.3	±0.3	
Enlisted	100	±1	10	16	34	30	10	±13	3.1	±0.2	
Officers	100	±0	11	15	29	NR	NR	±18	3.2	±0.4	
TWO OR MORE RACES	100	±1	20	22	30	18	10	±9	2.8	±0.3	
ARNG	100	±0	21	20	34	13	12	±16	2.8	±0.4	
USAR	100	±1	NR	NR	25	15	NR	±18	2.8	±0.6	
USNR	100	±0	16	12	22	NR	7	±12	3.1	±0.4	
USMCR	100	±0	8	NR	NR	11	NR	±15	NR		
ANG	100	±1	NR	NR	31	NR	5	±18	2.7	±0.5	
USAFR	100	±1	NR	25	30	NR	2	±18	2.5	±0.5	
Enlisted	100	±1	19	22	31	18	11	±10	2.8	±0.3	
Officers	100	±1	27	22	26	18	7	±12	2.6	±0.3	
USCGR	100	±1	8	17	32	35	8	±4	3.2	±0.1	
White	100	±1	8	18	32	35	7	±5	3.2	±0.1	
Black	98	±5	4	3	47	39	8	±15	3.4	±0.3	
Hispanic	99	±3	12	16	26	33	13	±11	3.2	±0.3	
Other Race/Ethnicity	100	±0	10	19	33	30	9	±9	3.1	±0.2	
Enlisted	100	±1	9	19	33	33	7	±5	3.1	±0.1	
E1 – E4	100	±0	8	21	35	30	6	±8	3.1	±0.2	
E5 – E9	99	±1	9	17	31	36	7	±5	3.1	±0.2	
Officers	100	±1	5	10	32	41	12	±7	3.4	±0.2	

NR: Not reportable

21. How much do you agree or disagree with each of the following statements about serving in the National Guard/Reserve?

n. I am proud to tell others that I am a member of my National Guard/Reserve component.

1. Strongly disagree  
4. Agree

2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	99	±1	2	2	11	38	47	±2	4.3	±0.1	
ARNG	99	±1	2	3	12	38	46	±3	4.2	±0.1	
USAR	100	±1	1	2	13	39	44	±3	4.2	±0.1	
USNR	99	±1	1	1	9	35	54	±4	4.4	±0.1	
USMCR	100	±1	2	3	13	39	43	±5	4.2	±0.1	
ANG	100	±1	1	1	9	37	53	±4	4.4	±0.1	
USAFR	100	±1	1	1	7	38	53	±4	4.4	±0.1	
Enlisted	99	±1	2	2	12	38	47	±2	4.3	±0.1	
E1 – E4	99	±1	2	3	14	36	45	±3	4.2	±0.1	
E5 – E9	99	±1	1	2	10	39	48	±3	4.3	±0.1	
Officers	100	±1	1	2	7	38	52	±2	4.4	±0.1	
O1 – O3	100	±1	1	2	9	41	46	±3	4.3	±0.1	
O4 – O6	100	±1	0	1	6	35	58	±3	4.5	±0.1	
Male	99	±1	2	2	11	37	47	±2	4.3	±0.1	
Female	100	±1	2	1	11	39	47	±3	4.3	±0.1	
AGR/FTS/AR	99	±1	1	2	10	41	46	±4	4.3	±0.1	
Other Selected Reserve	99	±1	2	2	11	37	48	±2	4.3	±0.1	
Reserve Unit	99	±1	2	2	11	37	47	±2	4.3	±0.1	
Military Technician	100	±1	1	2	9	45	43	±5	4.3	±0.1	
IMA	99	±1	1	1	6	36	56	±5	4.4	±0.1	
Not Activated Past 12 Months	100	±1	1	2	11	38	48	±2	4.3	±0.1	
Activated Past 12 Months	99	±1	2	3	14	37	45	±4	4.2	±0.1	
Not Deployed Past 12 Months	99	±1	2	2	11	38	49	±2	4.3	±0.1	
Deployed Past 12 Months	100	±1	2	3	13	38	44	±3	4.2	±0.1	
Deployed OIF/OEF	100	±1	2	3	13	38	43	±4	4.2	±0.1	
WHITE	100	±1	1	2	10	37	49	±2	4.3	±0.1	
ARNG	99	±1	2	3	11	38	46	±3	4.2	±0.1	
USAR	100	±1	1	2	13	39	46	±5	4.3	±0.1	
USNR	99	±1	1	1	8	33	57	±5	4.4	±0.1	
USMCR	100	±1	2	4	11	40	43	±6	4.2	±0.2	
ANG	100	±1	1	0	9	35	55	±5	4.4	±0.1	
USAFR	100	±1	0	1	6	37	55	±6	4.5	±0.1	
Enlisted	100	±1	2	2	11	37	48	±3	4.3	±0.1	
E1 – E4	100	±1	2	3	13	35	46	±4	4.2	±0.1	
E5 – E9	100	±1	1	1	10	39	49	±3	4.3	±0.1	
Officers	100	±1	1	2	6	38	53	±3	4.4	±0.1	
BLACK	99	±1	2	2	12	40	44	±3	4.2	±0.1	
ARNG	99	±1	3	2	13	36	46	±5	4.2	±0.1	
USAR	99	±1	2	2	13	43	41	±4	4.2	±0.1	
USNR	99	±1	2	1	11	39	48	±4	4.3	±0.1	
USMCR	99	±2	3	2	17	37	42	±9	4.1	±0.2	
ANG	99	±1	1	2	12	42	44	±4	4.3	±0.1	
USAFR	100	±1	1	1	9	41	47	±3	4.3	±0.1	
Enlisted	99	±1	2	2	13	40	44	±3	4.2	±0.1	
E1 – E4	99	±1	4	2	17	34	43	±5	4.1	±0.1	
E5 – E9	99	±1	1	2	10	43	44	±3	4.3	±0.1	
Officers	99	±1	1	2	10	40	48	±3	4.3	±0.1	

Note. Percent responding are Reserve component members who answered the question.

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21n. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
HISPANIC	99	±1	2	3	11	35	48	±3	4.2	±0.1	
ARNG	99	±1	4	3	12	33	47	±6	4.2	±0.2	
USAR	98	±3	2	5	13	35	45	±6	4.2	±0.2	
USNR	100	±1	1	2	6	36	55	±8	4.4	±0.2	
USMCR	100	±1	2	2	17	34	45	±8	4.2	±0.2	
ANG	100	±1	0	1	7	40	52	±9	4.4	±0.1	
USAFR	99	±1	0	2	6	40	51	±9	4.4	±0.2	
Enlisted	99	±1	3	3	12	35	48	±4	4.2	±0.1	
E1 – E4	99	±2	4	3	13	35	44	±6	4.1	±0.2	
E5 – E9	99	±1	2	3	11	35	50	±5	4.3	±0.1	
Officers	99	±2	2	3	7	36	53	±5	4.4	±0.1	
AIAN	100	±1	1	1	16	45	38	±11	4.2	±0.2	
ARNG	100	±1	1	1	16	49	33	±16	4.1	±0.3	
USAR	100	±0	1	0	NR	NR	NR	±1	4.1	±0.4	
USNR	99	±1	1	0	NR	NR	NR	±8	4.1	±0.4	
ANG	100	±0	1	0	4	NR	NR	±4	4.4	±0.3	
USAFR	99	±2	0	2	NR	27	NR	±12	4.4	±0.4	
Enlisted	100	±1	1	1	16	47	36	±12	4.2	±0.2	
Officers	100	±0	0	1	14	28	58	±14	4.4	±0.3	
ASIAN	100	±1	3	3	18	40	37	±5	4.1	±0.1	
ARNG	100	±1	5	2	21	34	37	±12	4.0	±0.3	
USAR	100	±0	2	2	17	50	28	±8	4.0	±0.1	
USNR	100	±1	1	1	15	38	44	±11	4.2	±0.2	
USMCR	99	±2	1	NR	29	38	24	±16	3.8	±0.3	
ANG	99	±1	1	1	11	44	44	±5	4.3	±0.1	
USAFR	100	±1	1	3	NR	35	49	±14	4.3	±0.3	
Enlisted	100	±1	3	3	19	40	35	±6	4.0	±0.2	
Officers	100	±1	1	2	14	40	43	±6	4.2	±0.1	
NHPI	100	±1	1	1	10	40	48	±11	4.3	±0.2	
ARNG	100	±0	1	0	12	NR	NR	±15	4.3	±0.3	
USAR	99	±2	1	1	13	35	49	±7	4.3	±0.1	
USNR	100	±0	NR	NR	6	NR	NR	±12	4.2	±0.3	
ANG	100	±1	NR	1	5	NR	NR	±5	4.5	±0.3	
USAFR	100	±1	1	2	10	33	54	±11	4.4	±0.2	
Enlisted	100	±1	1	1	11	40	47	±12	4.3	±0.2	
Officers	100	±0	1	1	7	NR	NR	±6	4.4	±0.2	
TWO OR MORE RACES	100	±1	2	1	14	42	42	±9	4.2	±0.2	
ARNG	100	±0	2	1	11	51	35	±16	4.2	±0.3	
USAR	100	±1	0	1	NR	NR	NR	±5	4.2	±0.4	
USNR	99	±2	2	1	10	37	50	±15	4.3	±0.3	
USMCR	100	±0	1	NR	NR	NR	NR	±5	4.2	±0.4	
ANG	100	±1	1	NR	5	NR	NR	±4	4.3	±0.3	
USAFR	100	±1	1	1	NR	NR	NR	±2	4.2	±0.3	
Enlisted	100	±1	2	0	14	42	42	±10	4.2	±0.2	
Officers	100	±1	1	NR	15	37	40	±11	4.1	±0.3	
USCGR	100	±0	0	0	10	38	51	±4	4.4	±0.1	
White	100	±0	0	0	10	37	52	±5	4.4	±0.1	
Black	100	±0	NR	NR	11	42	46	±15	4.3	±0.2	
Hispanic	100	±0	NR	NR	12	33	52	±11	4.3	±0.2	
Other Race/Ethnicity	100	±0	1	0	8	51	40	±9	4.3	±0.2	
Enlisted	100	±0	1	0	12	39	48	±5	4.3	±0.1	
E1 – E4	100	±0	1	0	15	40	43	±8	4.2	±0.2	
E5 – E9	100	±0	0	0	9	39	52	±5	4.4	±0.1	
Officers	100	±0	0	0	4	31	65	±6	4.6	±0.1	






















































NR: Not reportable

21. Affective Commitment scale: Constructed from Q21a, Q21b, Q21d, Q21g, Q21h, and Q21k. Affective Commitment can be defined as an emotional attachment to, an identification with, and an involvement in an organization.

	Percent Responding		Mean	Max ME	Affective Commitment
TOTAL DOD	100	±1	4.0	±0.1	
ARNG	100	±1	4.0	±0.1	
USAR	100	±1	4.0	±0.1	
USNR	99	±1	4.1	±0.1	
USMCR	100	±1	3.8	±0.1	
ANG	100	±1	4.2	±0.1	
USAFR	100	±1	4.1	±0.1	
Enlisted	100	±1	4.0	±0.1	
E1 – E4	100	±1	3.9	±0.1	
E5 – E9	100	±1	4.1	±0.1	
Officers	100	±1	4.2	±0.1	
O1 – O3	100	±1	4.0	±0.1	
O4 – O6	100	±1	4.2	±0.1	
Male	100	±1	4.0	±0.1	
Female	100	±1	4.0	±0.1	
AGR/FTS/AR	100	±1	4.2	±0.1	
Other Selected Reserve	100	±1	4.0	±0.1	
Reserve Unit	100	±1	4.0	±0.1	
Military Technician	100	±1	4.1	±0.1	
IMA	100	±1	4.2	±0.1	
Not Activated Past 12 Months	100	±1	4.0	±0.1	
Activated Past 12 Months	100	±1	4.0	±0.1	
Not Deployed Past 12 Months	100	±1	4.0	±0.1	
Deployed Past 12 Months	100	±1	4.0	±0.1	
Deployed OIF/OEF	100	±1	4.0	±0.1	
WHITE	100	±1	4.0	±0.1	
ARNG	100	±1	4.0	±0.1	
USAR	100	±1	4.0	±0.1	
USNR	99	±1	4.2	±0.1	
USMCR	100	±1	3.8	±0.1	
ANG	100	±1	4.2	±0.1	
USAFR	100	±1	4.2	±0.1	
Enlisted	100	±1	4.0	±0.1	
E1 – E4	100	±1	3.9	±0.1	
E5 – E9	100	±1	4.1	±0.1	
Officers	100	±1	4.2	±0.1	
BLACK	99	±1	4.0	±0.1	
ARNG	99	±1	4.0	±0.1	
USAR	100	±1	3.9	±0.1	
USNR	100	±1	4.0	±0.1	
USMCR	100	±0	3.8	±0.2	
ANG	100	±1	4.0	±0.1	
USAFR	100	±1	4.1	±0.1	
Enlisted	99	±1	4.0	±0.1	
E1 – E4	99	±1	3.8	±0.1	
E5 – E9	100	±1	4.0	±0.1	
Officers	100	±1	4.1	±0.1	

Note. Percent responding are Reserve component members who answered the question. The scale ranges from 1 to 5. Higher scores indicate stronger Affective Commitment. Cronbach's coefficient alpha = 0.89.



21. Continued	Percent Responding		Mean	Max ME	Affective Commitment
HISPANIC	100	±1	4.0	±0.1	
ARNG	100	±1	4.0	±0.1	
USAR	100	±1	3.9	±0.1	
USNR	100	±1	4.1	±0.2	
USMCR	100	±1	3.8	±0.2	
ANG	100	±0	4.2	±0.1	
USAFR	100	±1	4.2	±0.1	
Enlisted	100	±1	4.0	±0.1	
E1 – E4	100	±1	3.9	±0.1	
E5 – E9	100	±1	4.1	±0.1	
Officers	100	±1	4.1	±0.1	
AIAN	100	±1	4.0	±0.2	
ARNG	100	±0	4.0	±0.2	
USAR	100	±0	3.7	±0.5	
USNR	100	±0	4.0	±0.3	
ANG	100	±1	4.3	±0.3	
USAFR	100	±0	4.1	±0.3	
Enlisted	100	±1	4.0	±0.2	
Officers	100	±0	4.2	±0.2	
ASIAN	100	±1	3.9	±0.1	
ARNG	100	±0	3.8	±0.3	
USAR	100	±1	3.8	±0.1	
USNR	100	±0	4.0	±0.2	
USMCR	100	±0	3.6	±0.2	
ANG	99	±1	4.1	±0.1	
USAFR	100	±1	4.0	±0.2	
Enlisted	100	±1	3.8	±0.1	
Officers	100	±1	4.0	±0.1	
NHPI	100	±1	4.0	±0.2	
ARNG	100	±0	3.8	±0.2	
USAR	100	±0	4.1	±0.1	
USNR	100	±0	4.0	±0.2	
ANG	100	±0	4.3	±0.3	
USAFR	100	±1	4.0	±0.2	
Enlisted	100	±1	4.0	±0.2	
Officers	100	±0	4.2	±0.2	
TWO OR MORE RACES	100	±1	3.9	±0.1	
ARNG	99	±2	4.0	±0.2	
USAR	100	±0	3.8	±0.3	
USNR	100	±0	4.1	±0.3	
USMCR	100	±0	NR		
ANG	100	±1	4.1	±0.3	
USAFR	100	±1	3.8	±0.3	
Enlisted	100	±1	3.9	±0.2	
Officers	100	±0	4.0	±0.3	
USCGR	100	±1	4.1	±0.1	
White	100	±0	4.1	±0.1	
Black	98	±5	4.1	±0.2	
Hispanic	100	±0	4.1	±0.2	
Other Race/Ethnicity	100	±0	4.0	±0.2	
Enlisted	100	±1	4.0	±0.1	
E1 – E4	100	±0	3.9	±0.2	
E5 – E9	100	±1	4.1	±0.1	
Officers	100	±0	4.3	±0.1	

NR: Not reportable

21. Continuance Commitment scale: Constructed from Q21e and Q21j. Continuance Commitment can be defined as an attachment based on the perceived costs of leaving an organization.

	Percent Responding		Mean	Max ME	Continuance Commitment
TOTAL DOD	99	±1	3.2	±0.1	
ARNG	99	±1	3.2	±0.1	
USAR	99	±1	3.1	±0.1	
USNR	99	±1	3.2	±0.1	
USMCR	100	±1	2.7	±0.1	
ANG	100	±1	3.4	±0.1	
USAFR	100	±1	3.1	±0.1	
Enlisted	99	±1	3.2	±0.1	
E1 – E4	99	±1	3.1	±0.1	
E5 – E9	99	±1	3.3	±0.1	
Officers	99	±1	3.1	±0.1	
O1 – O3	100	±1	3.0	±0.1	
O4 – O6	99	±1	3.2	±0.1	
Male	99	±1	3.2	±0.1	
Female	99	±1	3.2	±0.1	
AGR/FTS/AR	99	±1	3.6	±0.1	
Other Selected Reserve	99	±1	3.1	±0.1	
Reserve Unit	99	±1	3.1	±0.1	
Military Technician	99	±1	3.4	±0.1	
IMA	100	±1	3.1	±0.2	
Not Activated Past 12 Months	99	±1	3.2	±0.1	
Activated Past 12 Months	100	±1	3.1	±0.1	
Not Deployed Past 12 Months	99	±1	3.2	±0.1	
Deployed Past 12 Months	99	±1	3.2	±0.1	
Deployed OIF/OEF	99	±1	3.2	±0.1	
WHITE	100	±1	3.2	±0.1	
ARNG	99	±1	3.2	±0.1	
USAR	100	±1	3.1	±0.1	
USNR	99	±2	3.3	±0.2	
USMCR	100	±1	2.7	±0.2	
ANG	100	±1	3.4	±0.1	
USAFR	100	±1	3.2	±0.2	
Enlisted	100	±1	3.2	±0.1	
E1 – E4	100	±1	3.1	±0.1	
E5 – E9	99	±1	3.3	±0.1	
Officers	99	±1	3.1	±0.1	
BLACK	98	±1	3.1	±0.1	
ARNG	97	±2	3.2	±0.1	
USAR	99	±1	3.0	±0.1	
USNR	99	±1	3.1	±0.1	
USMCR	99	±2	2.7	±0.2	
ANG	99	±1	3.2	±0.1	
USAFR	99	±1	3.0	±0.1	
Enlisted	98	±1	3.1	±0.1	
E1 – E4	98	±2	3.0	±0.1	
E5 – E9	98	±1	3.2	±0.1	
Officers	99	±1	3.0	±0.1	

Note. Percent responding are Reserve component members who answered the question. The scale ranges from 1 to 5. Higher scores indicate stronger Continuance Commitment. Cronbach's coefficient alpha = 0.72.





















































21. Continued	Percent Responding		Mean	Max ME	Continuance Commitment
HISPANIC	98	±1	3.2	±0.1	
ARNG	98	±2	3.3	±0.2	
USAR	97	±3	3.1	±0.2	
USNR	100	±1	3.1	±0.2	
USMCR	99	±1	2.7	±0.2	
ANG	100	±1	3.4	±0.2	
USAFR	99	±1	3.2	±0.2	
Enlisted	98	±1	3.2	±0.1	
E1 – E4	98	±2	3.1	±0.2	
E5 – E9	99	±2	3.3	±0.1	
Officers	99	±1	3.1	±0.1	
AIAN	100	±1	3.4	±0.2	
ARNG	100	±1	3.4	±0.3	
USAR	100	±0	3.0	±0.4	
USNR	99	±2	3.3	±0.4	
ANG	100	±1	3.9	±0.3	
USAFR	100	±0	3.0	±0.2	
Enlisted	100	±1	3.4	±0.2	
Officers	100	±1	3.2	±0.4	
ASIAN	99	±1	3.1	±0.2	
ARNG	99	±1	3.1	±0.3	
USAR	99	±1	3.0	±0.2	
USNR	99	±1	3.3	±0.2	
USMCR	100	±0	2.5	±0.2	
ANG	98	±2	3.5	±0.1	
USAFR	99	±1	2.9	±0.4	
Enlisted	99	±1	3.1	±0.2	
Officers	99	±1	3.0	±0.2	
NHPI	99	±1	3.4	±0.2	
ARNG	100	±0	3.3	±0.3	
USAR	99	±2	3.5	±0.2	
USNR	100	±0	3.6	±0.4	
ANG	100	±0	3.7	±0.2	
USAFR	97	±4	3.2	±0.3	
Enlisted	99	±1	3.4	±0.2	
Officers	99	±2	3.2	±0.3	
TWO OR MORE RACES	99	±1	3.0	±0.2	
ARNG	99	±2	3.1	±0.3	
USAR	100	±0	2.8	±0.4	
USNR	99	±2	3.2	±0.3	
USMCR	100	±0	NR		
ANG	100	±1	3.4	±0.3	
USAFR	100	±1	2.8	±0.4	
Enlisted	99	±1	3.0	±0.2	
Officers	100	±1	3.1	±0.3	
USCGR	100	±1	3.1	±0.1	
White	100	±1	3.1	±0.1	
Black	98	±5	3.1	±0.4	
Hispanic	99	±1	3.2	±0.2	
Other Race/Ethnicity	100	±0	3.1	±0.2	
Enlisted	99	±1	3.1	±0.1	
E1 – E4	100	±0	2.9	±0.2	
E5 – E9	99	±1	3.3	±0.1	
Officers	100	±0	3.2	±0.2	

NR: Not reportable

21. Normative Commitment scale: Constructed from Q21c, Q21f, and Q21i. Normative Commitment can be defined as a sense of obligation to remain in an organization.

	Percent Responding		Mean	Max ME	Normative Commitment
TOTAL DOD	100	±1	3.2	±0.1	
ARNG	100	±1	3.3	±0.1	
USAR	100	±1	3.1	±0.1	
USNR	100	±1	3.4	±0.1	
USMCR	100	±1	3.1	±0.1	
ANG	100	±1	3.3	±0.1	
USAFR	100	±1	3.2	±0.1	
Enlisted	100	±1	3.2	±0.1	
E1 – E4	100	±1	3.2	±0.1	
E5 – E9	100	±1	3.3	±0.1	
Officers	100	±1	3.3	±0.1	
O1 – O3	100	±1	3.2	±0.1	
O4 – O6	100	±1	3.3	±0.1	
Male	100	±1	3.3	±0.1	
Female	100	±1	3.2	±0.1	
AGR/FTS/AR	100	±1	3.3	±0.1	
Other Selected Reserve	100	±1	3.2	±0.1	
Reserve Unit	100	±1	3.2	±0.1	
Military Technician	100	±1	3.3	±0.1	
IMA	100	±1	3.3	±0.2	
Not Activated Past 12 Months	100	±1	3.2	±0.1	
Activated Past 12 Months	100	±1	3.2	±0.1	
Not Deployed Past 12 Months	100	±1	3.3	±0.1	
Deployed Past 12 Months	100	±1	3.2	±0.1	
Deployed OIF/OEF	100	±1	3.2	±0.1	
WHITE	100	±1	3.3	±0.1	
ARNG	100	±1	3.3	±0.1	
USAR	100	±1	3.2	±0.1	
USNR	100	±1	3.4	±0.2	
USMCR	100	±1	3.1	±0.2	
ANG	100	±1	3.3	±0.1	
USAFR	100	±0	3.2	±0.2	
Enlisted	100	±1	3.3	±0.1	
E1 – E4	100	±1	3.2	±0.1	
E5 – E9	100	±1	3.3	±0.1	
Officers	100	±1	3.3	±0.1	
BLACK	99	±1	3.0	±0.1	
ARNG	99	±1	3.1	±0.1	
USAR	100	±1	3.0	±0.1	
USNR	100	±1	3.1	±0.1	
USMCR	100	±1	2.7	±0.2	
ANG	100	±1	3.0	±0.1	
USAFR	100	±1	3.0	±0.1	
Enlisted	99	±1	3.1	±0.1	
E1 – E4	99	±1	3.0	±0.1	
E5 – E9	100	±1	3.1	±0.1	
Officers	100	±1	3.0	±0.1	

Note. Percent responding are Reserve component members who answered the question. The scale ranges from 1 to 5. Higher scores indicate stronger Normative Commitment. Cronbach's coefficient alpha = 0.83.

21. Continued	Percent Responding		Mean	Max ME	Normative Commitment
HISPANIC	100	±1	3.3	±0.1	
ARNG	100	±1	3.4	±0.2	
USAR	100	±1	3.2	±0.2	
USNR	100	±1	3.4	±0.2	
USMCR	100	±1	3.1	±0.2	
ANG	100	±1	3.4	±0.2	
USAFR	100	±1	3.4	±0.2	
Enlisted	100	±1	3.3	±0.1	
E1 – E4	100	±1	3.3	±0.2	
E5 – E9	100	±1	3.3	±0.1	
Officers	100	±1	3.3	±0.1	
AIAN	100	±1	3.5	±0.2	
ARNG	100	±0	3.7	±0.3	
USAR	100	±0	3.3	±0.4	
USNR	100	±0	2.7	±0.6	
ANG	100	±1	NR		
USAFR	100	±0	3.2	±0.3	
Enlisted	100	±1	3.5	±0.3	
Officers	100	±0	3.4	±0.4	
ASIAN	100	±1	3.3	±0.1	
ARNG	100	±0	3.2	±0.3	
USAR	100	±1	3.3	±0.2	
USNR	100	±0	3.5	±0.2	
USMCR	100	±0	3.0	±0.2	
ANG	99	±1	3.4	±0.1	
USAFR	100	±1	3.1	±0.3	
Enlisted	100	±1	3.3	±0.2	
Officers	100	±1	3.3	±0.2	
NHPI	100	±1	3.4	±0.2	
ARNG	100	±0	3.3	±0.3	
USAR	100	±0	3.5	±0.2	
USNR	100	±0	3.6	±0.4	
ANG	100	±0	3.5	±0.3	
USAFR	100	±1	3.3	±0.2	
Enlisted	100	±1	3.4	±0.2	
Officers	100	±0	3.1	±0.3	
TWO OR MORE RACES	100	±1	3.0	±0.2	
ARNG	99	±2	3.0	±0.3	
USAR	100	±0	2.8	±0.4	
USNR	100	±0	3.4	±0.5	
USMCR	100	±0	NR		
ANG	100	±1	2.9	±0.4	
USAFR	100	±1	2.7	±0.4	
Enlisted	100	±1	3.0	±0.2	
Officers	100	±0	2.9	±0.3	
USCGR	100	±0	3.3	±0.1	
White	100	±0	3.3	±0.1	
Black	100	±0	3.1	±0.3	
Hispanic	100	±0	3.4	±0.3	
Other Race/Ethnicity	100	±0	3.1	±0.2	
Enlisted	100	±0	3.3	±0.1	
E1 – E4	100	±0	3.2	±0.2	
E5 – E9	100	±0	3.3	±0.1	
Officers	100	±0	3.3	±0.2	

NR: Not reportable

**22. If you had a close personal friend considering military service, would you recommend that he/she join?**

- a. A friend who is White  
 b. A friend who is Black or African American  
 c. A friend who is American Indian or Alaska Native  
 d. A friend who is Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)  
 e. A friend who is Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro)  
 f. A friend who is Spanish/Hispanic/Latino

	Percent Responding		Percentages						Max ME
			a	b	c	d	e	f	
TOTAL DOD	99	±1	89	88	87	87	87	88	±1
ARNG	99	±1	87	86	85	85	85	86	±2
USAR	99	±1	88	87	86	86	86	87	±2
USNR	99	±1	93	93	91	91	90	91	±3
USMCR	99	±1	83	81	80	80	80	82	±4
ANG	99	±1	94	94	92	93	93	93	±3
USAFR	99	±1	92	92	90	91	91	91	±3
Enlisted	99	±1	89	87	86	86	86	87	±2
E1 – E4	99	±1	86	85	84	84	84	85	±2
E5 – E9	99	±1	90	89	88	88	88	89	±2
Officers	99	±1	91	91	90	90	90	91	±2
O1 – O3	99	±1	90	89	88	89	89	89	±3
O4 – O6	99	±1	93	93	92	93	92	93	±2
Male	99	±1	89	88	87	87	87	88	±2
Female	99	±1	89	88	86	87	87	88	±2
AGR/FTS/AR	99	±1	91	89	88	89	89	90	±3
Other Selected Reserve	99	±1	89	88	87	87	87	88	±1
Reserve Unit	99	±1	89	88	86	87	87	88	±2
Military Technician	99	±1	91	89	88	89	88	89	±4
IMA	99	±1	93	93	92	93	93	93	±3
Not Activated Past 12 Months	99	±1	90	89	87	88	88	89	±2
Activated Past 12 Months	99	±1	87	86	84	85	85	86	±3
Not Deployed Past 12 Months	99	±1	90	89	88	88	88	89	±2
Deployed Past 12 Months	99	±1	86	86	84	84	84	85	±3
Deployed OIF/OEF	99	±1	85	85	83	84	83	84	±3
WHITE	99	±1	90	89	88	88	88	89	±2
ARNG	99	±1	88	87	86	86	86	87	±3
USAR	99	±2	89	89	88	88	88	89	±4
USNR	99	±2	94	94	92	91	91	92	±4
USMCR	99	±2	81	81	79	79	80	81	±6
ANG	99	±1	94	94	92	93	93	93	±3
USAFR	99	±2	92	92	90	92	91	92	±4
Enlisted	99	±1	89	88	87	87	87	88	±2
E1 – E4	99	±1	87	86	85	85	85	85	±3
E5 – E9	99	±1	91	90	89	89	89	90	±2
Officers	99	±1	92	92	91	91	91	92	±2
BLACK	99	±1	88	85	83	83	84	85	±2
ARNG	99	±1	86	82	80	80	80	82	±4
USAR	98	±1	88	86	83	83	85	85	±4
USNR	99	±1	92	87	86	88	88	88	±3
USMCR	99	±2	86	79	77	81	80	83	±7
ANG	100	±1	92	89	88	89	89	90	±2
USAFR	99	±1	92	88	87	87	88	89	±2
Enlisted	99	±1	88	85	82	83	83	84	±2
E1 – E4	99	±1	85	82	79	80	80	82	±4
E5 – E9	99	±1	89	86	84	84	85	86	±3
Officers	99	±1	90	86	86	88	86	87	±3

Note. Percent responding are Reserve component members who answered the question.

22. Continued	Percent Responding		Percentages						Max ME
			a	b	c	d	e	f	
HISPANIC	99	±1	88	87	84	86	85	87	±3
ARNG	99	±1	84	84	79	82	81	84	±6
USAR	99	±1	87	86	85	85	85	86	±5
USNR	99	±1	93	92	92	92	92	93	±5
USMCR	100	±1	83	81	81	81	80	81	±8
ANG	100	±1	97	96	94	95	92	95	±9
USAFR	99	±1	95	94	93	94	94	94	±3
Enlisted	99	±1	87	87	84	86	85	87	±3
E1 – E4	100	±1	86	85	82	84	83	85	±5
E5 – E9	99	±1	89	88	86	87	87	88	±4
Officers	99	±1	91	89	88	89	89	90	±4
AIAN	99	±1	87	86	87	85	86	86	±9
ARNG	99	±1	88	88	89	86	87	88	±13
USAR	100	±1	NR	NR	NR	NR	NR	NR	
USNR	99	±1	NR	NR	NR	NR	NR	NR	
ANG	99	±1	97	97	97	96	96	96	±5
USAFR	84	±21	91	92	92	91	87	92	±11
Enlisted	99	±1	87	86	87	85	86	86	±10
Officers	94	±9	86	85	85	86	87	86	±14
ASIAN	99	±1	87	84	82	83	84	83	±4
ARNG	100	±1	85	77	76	77	81	77	±11
USAR	99	±1	80	79	77	79	79	78	±5
USNR	100	±1	94	94	93	90	89	90	±12
USMCR	99	±1	87	87	78	76	78	86	±14
ANG	99	±1	93	93	93	94	93	93	±3
USAFR	100	±1	93	92	91	93	92	93	±5
Enlisted	99	±1	86	83	81	82	83	83	±5
Officers	100	±1	89	85	85	85	86	86	±5
NHPI	100	±1	95	93	94	93	94	94	±6
ARNG	100	±1	95	NR	95	95	95	94	±11
USAR	100	±1	94	94	92	93	92	92	±4
USNR	100	±0	97	97	97	97	95	95	±11
ANG	100	±1	97	96	97	NR	97	96	±6
USAFR	100	±0	95	94	93	91	92	93	±8
Enlisted	100	±1	95	92	94	94	94	94	±7
Officers	100	±0	95	95	94	NR	93	95	±7
TWO OR MORE RACES	99	±2	89	89	86	88	89	90	±8
ARNG	100	±1	86	87	87	85	87	87	±14
USAR	97	±4	93	92	NR	NR	92	93	±8
USNR	99	±2	91	89	90	90	90	91	±8
USMCR	100	±0	92	92	91	92	92	92	±13
ANG	96	±8	97	96	96	96	96	97	±3
USAFR	100	±1	NR	NR	NR	NR	NR	NR	
Enlisted	100	±1	90	90	87	88	90	90	±9
Officers	92	±10	84	83	83	83	83	84	±10
USCGR	99	±1	95	94	93	93	93	94	±3
White	100	±1	96	95	94	94	94	95	±3
Black	93	±8	86	80	86	80	80	82	±16
Hispanic	100	±0	93	92	91	91	92	92	±9
Other Race/Ethnicity	99	±1	92	91	91	91	91	90	±7
Enlisted	99	±1	95	93	93	93	92	93	±3
E1 – E4	100	±1	93	91	91	90	90	91	±6
E5 – E9	99	±2	96	95	94	95	94	95	±3
Officers	100	±1	96	96	95	94	95	95	±4
















































NR: Not reportable

**23. In the past 12 months, how many days (full days, not drill periods) did you spend in a compensated (pay or points) National Guard/Reserve status?**

0. 0 days  
3. 48-180 days

1. 1-24 days  
4. 181 days or more

2. 25-47 days

	Percent Responding		Percentages					Max ME	Average Days		
			0	1	2	3	4				
TOTAL DOD	98	±1	19	22	18	20	21	±2	97.7	±3.3	
ARNG	98	±1	24	19	15	20	23	±2	104.8	±5.8	
USAR	98	±1	20	22	18	18	22	±3	100.5	±6.9	
USNR	98	±1	14	25	27	18	15	±4	77.2	±7.3	
USMCR	97	±2	24	21	23	15	16	±5	75.5	±8.7	
ANG	99	±1	10	28	16	26	20	±4	98.5	±8.7	
USAFR	100	±1	8	31	23	22	17	±4	85.3	±7.9	
Enlisted	98	±1	21	23	17	19	20	±2	93.5	±3.8	
E1 – E4	97	±1	29	24	16	18	12	±3	65.2	±5.0	
E5 – E9	99	±1	16	22	18	19	26	±2	114.3	±5.5	
Officers	99	±1	6	19	22	27	26	±2	120.7	±4.4	
O1 – O3	99	±1	9	21	21	26	24	±3	111.0	±6.8	
O4 – O6	100	±1	5	19	24	27	26	±3	123.9	±6.3	
Male	98	±1	19	22	18	20	21	±2	98.3	±3.7	
Female	97	±1	20	26	16	18	21	±3	95.0	±6.9	
AGR/FTS/AR	99	±1	16	2	1	1	81	±3	290.5	±9.9	
Other Selected Reserve	98	±1	19	24	19	22	16	±2	80.7	±3.3	
Reserve Unit	98	±1	20	24	19	22	15	±2	80.4	±3.3	
Military Technician	99	±1	12	31	22	23	11	±5	67.7	±10.1	
IMA	99	±1	6	31	25	18	20	±5	92.3	±11.6	
Not Activated Past 12 Months	99	±1	21	27	22	17	13	±2	70.0	±3.2	
Activated Past 12 Months	97	±2	14	14	10	31	31	±4	135.5	±8.8	
Not Deployed Past 12 Months	98	±1	20	26	21	19	14	±2	75.2	±3.2	
Deployed Past 12 Months	98	±1	15	11	9	24	40	±3	164.5	±8.0	
Deployed OIF/OEF	98	±1	15	10	7	24	44	±4	175.2	±9.7	
WHITE	98	±1	17	22	19	21	21	±2	99.7	±4.5	
ARNG	98	±1	22	18	16	21	23	±3	104.9	±7.4	
USAR	99	±1	16	22	19	20	24	±4	107.4	±10.9	
USNR	99	±2	12	21	31	19	16	±5	82.5	±10.9	
USMCR	98	±2	23	21	25	15	15	±6	72.1	±11.1	
ANG	99	±1	9	28	16	27	20	±5	98.8	±10.7	
USAFR	100	±1	7	29	25	22	17	±5	87.1	±10.9	
Enlisted	98	±1	19	22	18	20	20	±2	94.9	±5.3	
E1 – E4	97	±2	27	24	16	19	13	±4	68.0	±7.0	
E5 – E9	99	±1	14	21	20	20	25	±3	114.6	±7.6	
Officers	99	±1	4	19	23	28	26	±2	122.1	±5.5	
BLACK	98	±1	24	26	14	15	22	±2	98.4	±5.4	
ARNG	97	±2	28	22	11	14	25	±4	105.6	±10.9	
USAR	97	±2	24	24	14	14	24	±4	104.6	±9.4	
USNR	98	±1	25	33	17	10	15	±4	71.1	±7.3	
USMCR	95	±3	30	19	17	14	21	±10	89.8	±18.8	
ANG	99	±1	13	33	16	17	20	±3	95.6	±8.3	
USAFR	99	±1	12	36	19	20	13	±3	72.9	±5.3	
Enlisted	97	±1	25	26	13	14	22	±3	96.0	±5.9	
E1 – E4	96	±2	33	27	13	17	11	±5	59.8	±8.9	
E5 – E9	98	±1	20	25	14	12	29	±3	119.3	±7.9	
Officers	99	±1	13	23	18	19	27	±3	118.5	±6.9	

Note. Percent responding are Reserve component members who answered the question.



2007 Workplace and Equal Opportunity Survey of Reserve Component Members

23. Continued	Percent Responding		Percentages					Max ME	Average Days		
			0	1	2	3	4				
HISPANIC	97	±2	26	22	15	18	20	±3	89.6	±7.6	
ARNG	97	±3	31	18	13	15	24	±6	101.3	±15.2	
USAR	95	±3	30	21	15	17	16	±6	78.6	±12.1	
USNR	98	±2	16	34	19	21	11	±8	64.2	±12.7	
USMCR	97	±2	30	20	16	16	18	±8	82.3	±20.4	
ANG	98	±2	18	22	16	25	20	±9	99.1	±22.1	
USAFR	99	±1	9	32	15	22	22	±10	100.5	±26.1	
Enlisted	97	±2	27	22	14	17	19	±3	86.6	±8.3	
E1 – E4	95	±3	33	21	17	16	14	±5	66.2	±12.2	
E5 – E9	98	±2	23	24	12	18	23	±4	102.9	±11.3	
Officers	99	±1	14	18	18	23	27	±5	118.4	±11.8	
AIAN	98	±1	22	22	19	14	23	±11	103.0	±30.6	
ARNG	98	±2	21	18	22	13	27	±17	115.2	±47.7	
USAR	98	±2	NR	NR	9	7	NR	±8	62.1	±47.6	
USNR	97	±3	8	14	NR	13	NR	±16	NR		
ANG	100	±0	5	NR	6	NR	NR	±7	NR		
USAFR	97	±6	9	26	11	NR	NR	±12	114.6	±65.2	
Enlisted	98	±1	23	22	18	13	23	±12	101.5	±33.6	
Officers	99	±2	6	16	31	22	25	±16	117.4	±33.2	
ASIAN	97	±1	26	25	15	18	15	±5	76.3	±12.0	
ARNG	97	±2	38	16	7	20	19	±12	88.5	±32.3	
USAR	97	±2	29	22	20	13	16	±9	75.4	±18.0	
USNR	98	±2	14	34	20	23	9	±14	56.3	±7.2	
USMCR	94	±4	20	30	24	12	15	±17	68.6	±31.2	
ANG	98	±2	16	29	14	20	20	±5	92.9	±12.4	
USAFR	99	±1	8	43	19	24	7	±15	59.6	±15.5	
Enlisted	97	±1	29	25	14	17	15	±6	73.1	±14.4	
Officers	98	±3	8	26	24	23	18	±5	91.9	±11.2	
NHPI	97	±3	26	22	12	25	15	±14	87.8	±19.2	
ARNG	97	±6	NR	8	NR	NR	15	±16	105.4	±45.0	
USAR	93	±6	31	23	12	17	16	±7	75.4	±11.3	
USNR	100	±0	NR	NR	NR	8	6	±13	44.5	±18.4	
ANG	99	±1	11	NR	7	19	20	±13	95.1	±39.2	
USAFR	100	±1	14	38	21	15	11	±12	64.6	±15.6	
Enlisted	96	±3	27	22	12	25	14	±15	82.5	±20.6	
Officers	99	±2	16	NR	9	NR	28	±17	135.1	±45.6	
TWO OR MORE RACES	98	±2	9	26	19	26	20	±9	101.9	±20.2	
ARNG	99	±1	10	22	11	30	26	±16	121.8	±40.4	
USAR	98	±3	8	NR	NR	NR	11	±11	80.3	±31.4	
USNR	98	±3	17	25	NR	13	19	±12	87.0	±23.7	
USMCR	80	±33	6	NR	12	NR	NR	±13	NR		
ANG	98	±2	8	18	NR	NR	14	±13	90.1	±31.5	
USAFR	99	±1	2	NR	NR	NR	17	±15	86.7	±31.9	
Enlisted	98	±2	9	27	20	25	19	±11	97.2	±23.1	
Officers	100	±1	7	19	14	35	25	±12	130.7	±25.4	
USCGR	99	±1	10	26	33	20	10	±4	65.0	±6.4	
White	100	±1	10	27	34	19	9	±5	62.8	±7.3	
Black	95	±6	14	29	24	18	15	±15	77.1	±32.0	
Hispanic	99	±3	11	22	25	29	13	±11	81.8	±22.9	
Other Race/Ethnicity	100	±0	10	28	35	16	11	±9	60.3	±16.5	
Enlisted	99	±1	12	27	31	19	10	±5	63.2	±7.4	
E1 – E4	100	±1	16	31	31	19	3	±8	39.5	±8.7	
E5 – E9	99	±1	10	24	32	20	15	±5	82.5	±11.0	
Officers	100	±0	2	24	41	23	11	±7	73.3	±11.6	

NR: Not reportable

**24. In the past 12 months, how many nights did you spend away from your home because of your military duties?**0. 0 days  
3. 48-180 days1. 1-24 days  
4. 181 days or more

2. 25-47 days

	Percent Responding		Percentages					Max ME	Average Nights		
			0	1	2	3	4				
TOTAL DOD	99	±1	17	34	19	18	11	±2	62.9	±2.7	
ARNG	99	±1	15	31	21	20	14	±3	73.6	±4.9	
USAR	99	±1	15	37	18	15	15	±3	70.8	±6.1	
USNR	99	±1	21	41	19	13	7	±4	43.4	±5.0	
USMCR	98	±2	15	32	27	15	12	±5	59.1	±7.6	
ANG	99	±1	22	36	15	24	3	±4	40.9	±4.3	
USAFR	99	±1	23	35	18	19	5	±4	43.1	±5.1	
Enlisted	99	±1	18	34	19	18	11	±2	62.2	±3.1	
E1 – E4	98	±1	22	33	16	18	10	±3	59.9	±4.7	
E5 – E9	99	±1	15	35	21	18	12	±2	64.0	±4.1	
Officers	99	±1	10	35	22	21	12	±2	66.9	±3.1	
O1 – O3	99	±1	10	33	21	24	13	±3	73.2	±5.1	
O4 – O6	99	±1	10	38	23	19	10	±3	59.8	±4.1	
Male	99	±1	16	33	20	19	12	±2	65.2	±3.1	
Female	99	±1	22	39	15	16	9	±3	52.4	±5.1	
AGR/FTS/AR	99	±1	14	29	22	28	7	±4	55.9	±5.3	
Other Selected Reserve	99	±1	17	35	19	17	12	±2	63.6	±2.9	
Reserve Unit	99	±1	17	35	19	18	12	±2	64.2	±3.0	
Military Technician	99	±1	18	39	19	18	6	±5	46.7	±8.1	
IMA	98	±2	29	37	16	11	7	±5	39.6	±7.0	
Not Activated Past 12 Months	99	±1	20	42	22	14	2	±2	30.2	±1.5	
Activated Past 12 Months	99	±1	8	18	13	31	30	±4	131.8	±8.6	
Not Deployed Past 12 Months	99	±1	20	41	22	14	3	±2	32.2	±1.6	
Deployed Past 12 Months	99	±1	6	15	11	31	37	±3	153.8	±7.3	
Deployed OIF/OEF	99	±1	6	11	7	32	43	±4	172.2	±8.8	
WHITE	99	±1	15	34	21	19	11	±2	63.0	±3.6	
ARNG	99	±1	14	31	22	20	13	±3	72.7	±6.2	
USAR	100	±1	11	37	20	15	16	±5	74.5	±9.6	
USNR	100	±1	18	40	21	14	7	±5	45.3	±7.3	
USMCR	98	±2	14	31	30	14	12	±6	57.9	±9.8	
ANG	99	±1	21	37	15	24	3	±5	41.1	±5.3	
USAFR	99	±1	23	35	18	18	5	±5	43.1	±7.2	
Enlisted	99	±1	17	34	20	18	11	±3	62.5	±4.3	
E1 – E4	98	±1	21	32	17	19	11	±4	63.2	±6.5	
E5 – E9	99	±1	14	35	22	18	11	±3	62.0	±5.7	
Officers	99	±1	9	35	24	22	11	±2	65.2	±3.7	
BLACK	99	±1	22	36	15	15	11	±3	60.5	±4.4	
ARNG	99	±1	22	36	14	16	13	±4	66.9	±8.8	
USAR	99	±1	18	35	17	16	14	±4	70.4	±7.8	
USNR	98	±1	32	39	14	9	6	±4	36.0	±4.0	
USMCR	98	±3	24	36	16	18	6	±9	48.3	±11.0	
ANG	100	±1	28	37	14	17	4	±3	36.0	±3.6	
USAFR	99	±1	24	38	16	16	5	±3	40.0	±3.8	
Enlisted	99	±1	23	36	15	15	11	±3	59.1	±4.8	
E1 – E4	98	±2	27	37	12	15	8	±5	49.2	±7.8	
E5 – E9	99	±1	20	35	17	15	13	±3	65.5	±6.1	
Officers	99	±1	13	37	16	19	14	±3	73.1	±5.5	

Note. Percent responding are Reserve component members who answered the question. Reserve component members were asked not to include nights spent away from home before out-of-town drills.

2007 Workplace and Equal Opportunity Survey of Reserve Component Members

24. Continued	Percent Responding		Percentages					Max ME	Average Nights		
			0	1	2	3	4				
HISPANIC	98	±1	20	34	16	16	13	±3	67.4	±6.9	
ARNG	98	±3	17	31	17	17	18	±6	85.3	±14.3	
USAR	99	±2	21	39	15	12	13	±6	65.5	±12.6	
USNR	99	±1	21	44	15	13	6	±8	44.1	±12.0	
USMCR	99	±2	15	31	22	17	15	±8	69.7	±18.6	
ANG	100	±1	26	26	18	25	5	±10	42.3	±11.1	
USAFR	99	±1	24	33	14	23	5	±9	43.7	±10.2	
Enlisted	98	±1	21	35	16	16	13	±4	66.6	±7.6	
E1 – E4	98	±2	25	36	15	13	11	±6	58.1	±10.8	
E5 – E9	99	±2	17	33	17	18	14	±4	73.5	±10.4	
Officers	99	±1	14	31	19	22	15	±5	75.8	±9.7	
AIAN	99	±1	9	33	26	16	15	±11	78.7	±23.9	
ARNG	99	±1	6	19	34	16	24	±17	110.5	±38.7	
USAR	100	±0	NR	NR	10	5	5	±7	29.6	±11.0	
USNR	97	±3	8	NR	18	NR	6	±16	40.1	±16.1	
ANG	100	±1	7	NR	NR	NR	3	±7	NR		
USAFR	100	±0	17	25	12	NR	5	±12	63.0	±19.1	
Enlisted	99	±1	10	32	27	16	15	±12	80.5	±26.2	
Officers	99	±1	7	45	18	17	11	±15	61.2	±21.0	
ASIAN	98	±1	22	35	19	17	7	±5	49.4	±5.4	
ARNG	99	±1	23	30	19	20	7	±13	55.6	±13.1	
USAR	98	±2	22	34	21	13	10	±10	56.1	±9.0	
USNR	98	±2	24	41	15	14	6	±13	36.7	±7.1	
USMCR	97	±3	9	50	18	13	NR	±14	50.2	±22.0	
ANG	99	±1	31	30	15	19	5	±5	38.6	±8.2	
USAFR	99	±1	18	42	18	20	2	±15	40.1	±15.4	
Enlisted	98	±1	24	35	18	16	7	±6	47.9	±6.3	
Officers	98	±3	13	37	21	20	8	±5	56.2	±8.3	
NHPI	99	±2	34	24	10	24	7	±14	50.6	±17.4	
ARNG	100	±1	NR	16	3	NR	NR	±15	65.9	±40.2	
USAR	96	±6	22	36	19	14	9	±7	52.6	±11.1	
USNR	100	±0	NR	NR	9	NR	2	±14	32.5	±15.7	
ANG	99	±1	NR	18	16	15	4	±12	28.0	±12.9	
USAFR	100	±1	31	43	6	17	3	±11	33.5	±9.9	
Enlisted	99	±2	35	24	10	25	7	±15	50.6	±19.2	
Officers	100	±0	NR	29	9	NR	7	±16	50.3	±21.1	
TWO OR MORE RACES	99	±1	12	34	21	23	11	±9	64.3	±14.5	
ARNG	99	±2	7	31	25	24	14	±16	78.2	±29.2	
USAR	100	±1	NR	NR	10	12	NR	±10	58.1	±30.0	
USNR	97	±5	25	31	NR	14	8	±13	49.6	±11.7	
USMCR	100	±0	5	NR	NR	NR	8	±15	NR		
ANG	99	±1	13	NR	12	NR	2	±8	42.0	±10.1	
USAFR	100	±1	15	24	NR	NR	NR	±17	56.9	±23.4	
Enlisted	99	±1	12	35	21	22	11	±10	59.6	±16.2	
Officers	100	±1	7	28	20	29	16	±12	93.7	±25.2	
USCGR	100	±1	28	40	17	11	5	±4	35.5	±4.8	
White	100	±1	26	41	17	11	5	±5	34.5	±5.4	
Black	95	±6	34	41	11	8	6	±15	39.2	±23.0	
Hispanic	100	±0	33	34	15	12	6	±11	39.8	±17.5	
Other Race/Ethnicity	100	±1	33	31	19	10	6	±10	40.7	±12.0	
Enlisted	100	±1	30	40	15	11	5	±5	33.9	±5.5	
E1 – E4	100	±0	33	37	15	13	2	±8	25.3	±6.9	
E5 – E9	99	±1	27	42	15	8	7	±5	41.0	±8.2	
Officers	100	±1	19	38	25	12	6	±7	42.9	±8.6	

NR: Not reportable

**25. In the past 12 months, have you spent more or less time away from your home than you expected when you first entered the National Guard/Reserve?**

1. Much less than expected

2. Less than expected

3. Neither more nor less than expected

4. More than expected

5. Much more than expected

	Percent Responding		Percentages					Max ME	Degree Expectations Exceeded		
			1	2	3	4	5				
TOTAL DOD	100	±1	4	8	56	20	13	±2	3.3	±0.1	
ARNG	100	±1	3	7	53	21	16	±3	3.4	±0.1	
USAR	100	±1	4	8	52	22	14	±3	3.3	±0.1	
USNR	100	±1	6	11	60	16	7	±4	3.1	±0.1	
USMCR	100	±1	4	8	58	19	11	±5	3.2	±0.1	
ANG	100	±1	5	12	63	14	6	±4	3.0	±0.1	
USAFR	100	±1	5	11	60	17	7	±4	3.1	±0.1	
Enlisted	100	±1	4	9	57	18	12	±2	3.2	±0.1	
E1 – E4	100	±1	5	10	60	16	9	±3	3.2	±0.1	
E5 – E9	100	±1	4	8	55	20	14	±2	3.3	±0.1	
Officers	100	±1	2	7	48	26	17	±2	3.5	±0.1	
O1 – O3	100	±1	2	5	48	27	17	±3	3.5	±0.1	
O4 – O6	100	±1	2	9	49	24	16	±3	3.4	±0.1	
Male	100	±1	4	8	56	20	13	±2	3.3	±0.1	
Female	100	±1	5	10	55	18	12	±3	3.2	±0.1	
AGR/FTS/AR	100	±1	6	9	54	21	11	±4	3.2	±0.1	
Other Selected Reserve	100	±1	4	8	56	19	13	±2	3.3	±0.1	
Reserve Unit	100	±1	4	8	55	20	13	±2	3.3	±0.1	
Military Technician	100	±0	4	8	56	19	13	±5	3.3	±0.1	
IMA	100	±1	4	12	65	12	8	±5	3.1	±0.1	
Not Activated Past 12 Months	100	±1	5	10	61	18	7	±2	3.1	±0.1	
Activated Past 12 Months	100	±1	2	5	44	25	24	±4	3.6	±0.1	
Not Deployed Past 12 Months	100	±1	5	10	61	18	7	±2	3.1	±0.1	
Deployed Past 12 Months	100	±1	2	4	40	25	29	±3	3.8	±0.1	
Deployed OIF/OEF	100	±1	2	4	38	25	32	±4	3.8	±0.1	
WHITE	100	±1	3	8	56	20	12	±2	3.3	±0.1	
ARNG	100	±1	2	6	54	22	16	±3	3.4	±0.1	
USAR	100	±1	4	7	52	24	14	±5	3.4	±0.1	
USNR	100	±1	5	10	61	16	7	±5	3.1	±0.1	
USMCR	100	±0	4	8	59	19	10	±6	3.2	±0.2	
ANG	100	±0	4	12	64	14	6	±5	3.1	±0.1	
USAFR	100	±0	5	12	58	18	7	±6	3.1	±0.1	
Enlisted	100	±1	4	8	58	19	12	±3	3.3	±0.1	
E1 – E4	100	±1	4	8	62	17	9	±4	3.2	±0.1	
E5 – E9	100	±1	3	8	55	21	13	±3	3.3	±0.1	
Officers	100	±1	2	7	48	26	16	±3	3.5	±0.1	
BLACK	100	±1	6	10	54	17	13	±3	3.2	±0.1	
ARNG	100	±0	7	9	54	16	15	±5	3.2	±0.1	
USAR	100	±1	5	10	50	19	16	±4	3.3	±0.1	
USNR	99	±1	9	12	59	14	7	±5	3.0	±0.1	
USMCR	100	±0	6	13	54	17	9	±8	3.1	±0.2	
ANG	100	±1	8	14	59	13	7	±3	3.0	±0.1	
USAFR	100	±1	6	12	58	16	8	±3	3.1	±0.1	
Enlisted	100	±1	7	10	54	16	13	±3	3.2	±0.1	
E1 – E4	100	±1	8	13	55	13	10	±5	3.0	±0.1	
E5 – E9	100	±1	5	9	54	18	14	±3	3.3	±0.1	
Officers	100	±1	3	8	49	22	18	±3	3.4	±0.1	

Note. Percent responding are Reserve component members who answered the question.

2007 Workplace and Equal Opportunity Survey of Reserve Component Members

25. Continued	Percent Responding		Percentages					Max ME	Degree Expectations Exceeded		
			1	2	3	4	5				
HISPANIC	100	±1	7	10	51	19	13	±3	3.2	±0.1	
ARNG	99	±2	5	11	43	23	18	±6	3.4	±0.2	
USAR	99	±1	8	9	52	18	13	±6	3.2	±0.2	
USNR	100	±1	7	14	59	12	8	±8	3.0	±0.2	
USMCR	100	±1	5	9	55	17	15	±8	3.3	±0.2	
ANG	100	±0	9	10	58	17	6	±8	3.0	±0.2	
USAFR	100	±0	7	8	64	14	7	±8	3.0	±0.2	
Enlisted	100	±1	7	11	52	18	13	±4	3.2	±0.1	
E1 – E4	99	±2	8	14	52	17	10	±6	3.1	±0.2	
E5 – E9	100	±1	6	8	51	19	15	±5	3.3	±0.1	
Officers	99	±2	3	6	45	24	21	±5	3.5	±0.1	
AIAN	100	±1	4	8	58	15	14	±11	3.3	±0.2	
ARNG	100	±1	1	8	60	17	14	±16	3.4	±0.3	
USAR	100	±0	2	NR	NR	20	4	±16	3.1	±0.3	
USNR	100	±0	6	5	NR	10	NR	±8	3.3	±0.4	
ANG	100	±0	NR	5	NR	5	NR	±6	NR		
USAFR	100	±0	7	5	66	15	7	±14	3.1	±0.2	
Enlisted	100	±1	4	8	59	15	13	±12	3.2	±0.3	
Officers	100	±0	2	8	49	16	26	±17	3.6	±0.3	
ASIAN	100	±1	2	7	56	22	12	±5	3.4	±0.1	
ARNG	100	±1	1	7	50	26	16	±11	3.5	±0.2	
USAR	100	±1	1	7	59	19	14	±7	3.4	±0.1	
USNR	100	±1	4	9	59	22	6	±10	3.2	±0.2	
USMCR	100	±1	1	5	56	32	6	±16	3.4	±0.2	
ANG	100	±1	4	6	64	18	7	±5	3.2	±0.1	
USAFR	100	±1	3	6	57	19	14	±17	3.4	±0.3	
Enlisted	100	±1	2	7	57	22	11	±6	3.3	±0.1	
Officers	100	±1	1	5	50	25	19	±5	3.5	±0.1	
NHPI	100	±1	3	6	60	22	9	±11	3.3	±0.2	
ARNG	100	±0	2	2	NR	NR	9	±14	3.3	±0.3	
USAR	100	±1	3	10	51	24	12	±8	3.3	±0.2	
USNR	100	±0	2	6	NR	NR	4	±12	NR		
ANG	100	±1	2	8	70	14	5	±16	3.1	±0.2	
USAFR	100	±0	7	4	58	15	16	±11	3.3	±0.3	
Enlisted	100	±1	3	5	60	23	9	±13	3.3	±0.2	
Officers	99	±2	3	NR	NR	16	15	±17	3.3	±0.4	
TWO OR MORE RACES	100	±0	3	7	64	16	10	±9	3.2	±0.2	
ARNG	100	±0	2	7	59	18	14	±15	3.4	±0.3	
USAR	100	±0	NR	NR	NR	NR	15	±13	3.3	±0.4	
USNR	100	±0	9	9	62	13	7	±14	3.0	±0.2	
USMCR	100	±0	4	NR	85	4	NR	±16	3.0	±0.2	
ANG	100	±0	4	6	74	13	2	±14	3.1	±0.2	
USAFR	100	±0	2	5	81	11	2	±10	3.1	±0.1	
Enlisted	100	±0	3	8	67	14	9	±10	3.2	±0.2	
Officers	100	±0	1	4	44	29	21	±12	3.6	±0.2	
USCGR	100	±0	4	9	65	14	7	±4	3.1	±0.1	
White	100	±0	4	9	65	15	7	±5	3.1	±0.1	
Black	100	±0	8	5	81	3	NR	±14	2.9	±0.2	
Hispanic	100	±0	8	11	59	13	9	±11	3.1	±0.3	
Other Race/Ethnicity	100	±0	4	11	63	12	11	±9	3.2	±0.2	
Enlisted	100	±0	5	10	65	12	7	±5	3.1	±0.1	
E1 – E4	100	±0	6	11	66	13	4	±8	3.0	±0.2	
E5 – E9	100	±0	5	9	65	12	10	±5	3.1	±0.1	
Officers	100	±0	1	8	64	20	8	±7	3.3	±0.1	

NR: Not reportable

**26. What impact has time away (or lack thereof) from your home in the past 12 months had on your military career intentions?**

1. Greatly increased your desire to stay      2. Increased your desire to stay      3. Neither increased nor decreased your desire to stay
4. Decreased your desire to stay      5. Greatly decreased your desire to stay

	Percent Responding		Percentages					Max ME	Impact on Desire to Stay		
			1	2	3	4	5				
TOTAL DOD	100	±1	6	11	67	12	5	±2	3.0	±0.1	
ARNG	100	±1	7	11	64	13	6	±3	3.0	±0.1	
USAR	100	±1	6	12	64	13	5	±3	3.0	±0.1	
USNR	100	±1	6	12	68	10	4	±4	2.9	±0.1	
USMCR	100	±1	2	8	63	18	8	±5	3.2	±0.1	
ANG	100	±1	4	10	77	7	1	±4	2.9	±0.1	
USAFR	100	±1	4	9	76	10	2	±4	3.0	±0.1	
Enlisted	100	±1	6	11	67	11	5	±2	3.0	±0.1	
E1 – E4	100	±1	7	12	63	12	6	±3	3.0	±0.1	
E5 – E9	100	±1	5	11	70	10	3	±2	3.0	±0.1	
Officers	100	±1	3	9	68	17	4	±2	3.1	±0.1	
O1 – O3	100	±1	3	10	64	18	5	±3	3.1	±0.1	
O4 – O6	100	±1	4	8	70	16	3	±3	3.1	±0.1	
Male	100	±1	6	11	67	12	5	±2	3.0	±0.1	
Female	100	±1	5	12	67	12	5	±3	3.0	±0.1	
AGR/FTS/AR	100	±1	5	10	74	9	3	±4	3.0	±0.1	
Other Selected Reserve	100	±1	6	11	66	12	5	±2	3.0	±0.1	
Reserve Unit	100	±1	6	11	66	12	5	±2	3.0	±0.1	
Military Technician	100	±1	5	8	75	8	3	±5	2.9	±0.1	
IMA	100	±1	4	10	77	8	1	±5	2.9	±0.1	
Not Activated Past 12 Months	100	±1	4	10	71	11	3	±2	3.0	±0.1	
Activated Past 12 Months	100	±1	7	13	57	16	7	±4	3.0	±0.1	
Not Deployed Past 12 Months	100	±1	5	10	71	11	3	±2	3.0	±0.1	
Deployed Past 12 Months	100	±1	8	13	56	16	8	±3	3.0	±0.1	
Deployed OIF/OEF	100	±1	8	13	54	17	9	±4	3.1	±0.1	
WHITE	100	±1	5	10	68	13	4	±2	3.0	±0.1	
ARNG	100	±1	6	10	65	14	6	±3	3.0	±0.1	
USAR	100	±1	5	11	65	15	4	±5	3.0	±0.1	
USNR	100	±1	6	11	69	11	4	±5	3.0	±0.1	
USMCR	100	±1	2	7	64	19	8	±6	3.2	±0.1	
ANG	100	±1	4	10	78	7	1	±4	2.9	±0.1	
USAFR	100	±0	3	8	78	10	1	±5	3.0	±0.1	
Enlisted	100	±1	5	10	68	12	5	±3	3.0	±0.1	
E1 – E4	99	±1	6	10	63	13	7	±4	3.0	±0.1	
E5 – E9	100	±1	4	10	72	11	3	±3	3.0	±0.1	
Officers	100	±1	3	8	68	18	4	±3	3.1	±0.1	
BLACK	100	±1	6	15	66	9	4	±3	2.9	±0.1	
ARNG	100	±1	8	17	64	8	4	±4	2.8	±0.1	
USAR	99	±1	6	15	64	10	6	±4	2.9	±0.1	
USNR	100	±1	6	19	66	8	1	±4	2.8	±0.1	
USMCR	100	±0	6	7	63	19	6	±10	3.1	±0.2	
ANG	100	±1	5	14	73	7	1	±3	2.9	±0.1	
USAFR	100	±1	6	12	72	8	2	±3	2.9	±0.1	
Enlisted	100	±1	7	16	65	9	4	±3	2.9	±0.1	
E1 – E4	100	±1	6	17	62	8	5	±5	2.9	±0.1	
E5 – E9	100	±1	7	14	67	9	3	±3	2.9	±0.1	
Officers	100	±1	5	13	68	11	3	±3	2.9	±0.1	
















































Note. Percent responding are Reserve component members who answered the question.

2007 Workplace and Equal Opportunity Survey of Reserve Component Members

26. Continued	Percent Responding		Percentages					Max ME	Impact on Desire to Stay		
			1	2	3	4	5				
HISPANIC	100	±1	9	14	61	10	6	±3	2.9	±0.1	
ARNG	100	±1	12	16	55	11	7	±6	2.9	±0.2	
USAR	100	±1	10	12	61	11	6	±6	2.9	±0.2	
USNR	100	±1	7	11	66	10	6	±7	3.0	±0.2	
USMCR	100	±1	3	14	61	14	9	±8	3.1	±0.2	
ANG	100	±0	4	14	75	5	2	±6	2.9	±0.1	
USAFR	100	±0	6	12	74	6	1	±6	2.8	±0.1	
Enlisted	100	±1	9	14	61	10	6	±4	2.9	±0.1	
E1 – E4	100	±1	11	13	58	11	7	±6	2.9	±0.2	
E5 – E9	100	±1	8	14	63	10	5	±5	2.9	±0.1	
Officers	100	±1	6	13	64	12	5	±5	3.0	±0.1	
AIAN	97	±5	9	11	65	12	4	±11	2.9	±0.2	
ARNG	95	±9	11	12	62	13	3	±16	2.9	±0.3	
USAR	100	±1	2	NR	NR	NR	NR	±3	3.1	±0.4	
USNR	100	±0	2	8	77	10	2	±17	3.0	±0.2	
ANG	100	±0	NR	5	NR	5	1	±6	NR		
USAFR	100	±0	6	4	81	6	3	±10	3.0	±0.1	
Enlisted	97	±6	9	12	64	11	3	±12	2.9	±0.2	
Officers	100	±0	7	3	71	15	4	±13	3.1	±0.2	
ASIAN	100	±1	4	10	66	12	7	±4	3.1	±0.1	
ARNG	100	±1	4	7	68	10	10	±11	3.2	±0.2	
USAR	100	±1	3	9	66	14	7	±6	3.1	±0.1	
USNR	100	±1	6	15	66	10	2	±9	2.9	±0.2	
USMCR	100	±1	2	8	54	24	13	±17	3.4	±0.3	
ANG	100	±1	4	15	71	7	3	±5	2.9	±0.1	
USAFR	100	±1	4	14	64	14	5	±16	3.0	±0.3	
Enlisted	100	±1	4	11	67	11	7	±5	3.1	±0.1	
Officers	100	±1	4	8	64	17	7	±6	3.2	±0.1	
NHPI	100	±1	7	12	72	7	2	±8	2.8	±0.1	
ARNG	100	±0	2	6	85	5	2	±14	3.0	±0.1	
USAR	100	±1	10	20	56	11	3	±8	2.8	±0.2	
USNR	100	±0	NR	11	NR	NR	NR	±16	NR		
ANG	100	±0	4	11	80	5	1	±13	2.9	±0.2	
USAFR	100	±0	8	14	64	8	6	±11	2.9	±0.2	
Enlisted	100	±1	8	12	71	7	2	±9	2.8	±0.2	
Officers	100	±0	4	10	78	7	1	±11	2.9	±0.1	
TWO OR MORE RACES	100	±1	4	8	74	9	5	±8	3.0	±0.1	
ARNG	100	±0	5	10	71	11	4	±15	3.0	±0.2	
USAR	100	±1	NR	6	83	5	2	±13	3.0	±0.2	
USNR	99	±2	4	9	71	10	6	±13	3.0	±0.2	
USMCR	100	±0	4	NR	NR	NR	NR	±9	NR		
ANG	100	±0	4	6	80	5	NR	±13	3.0	±0.2	
USAFR	100	±0	1	5	NR	NR	NR	±4	3.2	±0.3	
Enlisted	100	±1	4	8	75	8	4	±9	3.0	±0.2	
Officers	100	±0	5	8	65	15	8	±14	3.1	±0.3	
USCGR	100	±0	4	9	73	12	2	±4	3.0	±0.1	
White	100	±0	4	7	73	13	2	±4	3.0	±0.1	
Black	100	±0	7	11	72	9	NR	±15	2.8	±0.2	
Hispanic	100	±0	3	16	71	8	1	±11	2.9	±0.2	
Other Race/Ethnicity	100	±0	2	11	73	9	5	±9	3.0	±0.2	
Enlisted	100	±0	4	8	74	12	2	±4	3.0	±0.1	
E1 – E4	100	±0	4	6	70	17	3	±8	3.1	±0.2	
E5 – E9	100	±0	4	10	77	8	2	±5	2.9	±0.1	
Officers	100	±0	5	12	69	14	1	±7	2.9	±0.1	



















































NR: Not reportable

26. Reserve component members who indicated their desire to stay decreased as a result of being away more than expected: Constructed from Q25 and Q26.

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
TOTAL DOD	100	±1	10	±1	
ARNG	100	±1	13	±2	
USAR	99	±1	11	±2	
USNR	100	±1	6	±2	
USMCR	100	±1	12	±4	
ANG	100	±1	4	±2	
USAFR	100	±1	6	±2	
Enlisted	100	±1	9	±1	
E1 – E4	99	±1	10	±2	
E5 – E9	100	±1	9	±2	
Officers	100	±1	14	±2	
O1 – O3	100	±1	17	±3	
O4 – O6	100	±1	13	±2	
Male	100	±1	10	±1	
Female	99	±1	8	±2	
AGR/FTS/AR	100	±1	9	±3	
Other Selected Reserve	100	±1	10	±1	
Reserve Unit	100	±1	10	±1	
Military Technician	100	±1	9	±4	
IMA	100	±1	4	±3	
Not Activated Past 12 Months	100	±1	7	±1	
Activated Past 12 Months	100	±1	16	±3	
Not Deployed Past 12 Months	100	±1	7	±1	
Deployed Past 12 Months	100	±1	18	±3	
Deployed OIF/OEF	100	±1	19	±3	
WHITE	100	±1	11	±2	
ARNG	100	±1	14	±3	
USAR	100	±1	12	±3	
USNR	100	±1	6	±3	
USMCR	100	±1	13	±5	
ANG	100	±1	4	±2	
USAFR	100	±0	6	±3	
Enlisted	100	±1	10	±2	
E1 – E4	99	±1	11	±3	
E5 – E9	100	±1	9	±2	
Officers	100	±1	15	±2	
BLACK	100	±1	7	±2	
ARNG	100	±1	8	±3	
USAR	99	±1	8	±3	
USNR	99	±1	5	±2	
USMCR	100	±0	10	±5	
ANG	100	±1	4	±2	
USAFR	100	±1	6	±2	
Enlisted	100	±1	7	±2	
E1 – E4	99	±1	7	±3	
E5 – E9	100	±1	7	±2	
Officers	99	±1	10	±2	

Note. Percent responding are Reserve component members who answered the questions.



26. Continued	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
HISPANIC	99	±1	9	±2	
ARNG	99	±2	13	±5	
USAR	99	±2	9	±4	
USNR	100	±1	6	±5	
USMCR	100	±1	10	±6	
ANG	100	±0	3	±2	
USAFR	100	±0	4	±2	
Enlisted	99	±1	9	±3	
E1 – E4	99	±2	9	±4	
E5 – E9	100	±1	9	±3	
Officers	99	±2	13	±3	
AIAN	97	±5	8	±7	
ARNG	95	±9	9	±14	
USAR	100	±1	9	±13	
USNR	100	±0	NR		
ANG	100	±0	3	±4	
USAFR	100	±0	4	±4	
Enlisted	97	±6	8	±8	
Officers	100	±0	13	±11	
ASIAN	100	±1	12	±4	
ARNG	100	±1	16	±10	
USAR	99	±1	13	±4	
USNR	100	±1	5	±5	
USMCR	100	±1	15	±16	
ANG	100	±1	4	±2	
USAFR	100	±1	14	±17	
Enlisted	100	±1	11	±5	
Officers	100	±1	19	±5	
NHPI	100	±1	6	±4	
ARNG	100	±0	4	±11	
USAR	100	±1	9	±4	
USNR	100	±0	NR		
ANG	100	±1	4	±6	
USAFR	100	±0	12	±9	
Enlisted	100	±1	6	±4	
Officers	99	±2	7	±6	
TWO OR MORE RACES	100	±1	5	±3	
ARNG	100	±0	5	±6	
USAR	100	±1	6	±6	
USNR	99	±2	4	±3	
USMCR	100	±0	NR		
ANG	100	±0	7	±14	
USAFR	100	±0	4	±8	
Enlisted	100	±1	3	±3	
Officers	100	±0	19	±12	
USCGR	100	±0	6	±3	
White	100	±0	7	±3	
Black	100	±0	0	±2	
Hispanic	100	±0	1	±6	
Other Race/Ethnicity	100	±0	8	±8	
Enlisted	100	±0	6	±3	
E1 – E4	100	±0	8	±5	
E5 – E9	100	±0	5	±3	
Officers	100	±0	7	±4	

NR: Not reportable

**28. Are you a military technician?**

1. Yes, I am currently a military technician

2. Yes, in the week before my current activation I was a military technician

3. No

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes		
			1	2	3				
TOTAL DOD	63	±2	12	0	87	±2	13.0	±2.0	
ARNG	72	±2	10	1	89	±2	11.0	±2.0	
USAR	73	±3	5	0	95	±2	5.0	±2.0	
USNR	NA		NA	NA	NA		NA		
USMCR	NA		NA	NA	NA		NA		
ANG	73	±4	27	0	73	±4	27.0	±4.0	
USAFR	66	±4	19	0	81	±4	19.0	±4.0	
Enlisted	64	±2	12	0	87	±2	13.0	±2.0	
E1 – E4	72	±2	6	0	94	±2	6.0	±2.0	
E5 – E9	58	±2	19	1	81	±3	19.0	±3.0	
Officers	54	±2	11	1	89	±2	11.0	±2.0	
O1 – O3	66	±3	7	0	93	±2	7.0	±2.0	
O4 – O6	46	±2	10	1	89	±3	11.0	±3.0	
Male	63	±2	12	0	87	±2	13.0	±2.0	
Female	62	±3	12	1	87	±3	13.0	±3.0	
AGR/FTS/AR	NA		NA	NA	NA		NA		
Other Selected Reserve	68	±2	12	0	87	±2	13.0	±2.0	
Reserve Unit	70	±2	12	0	87	±2	13.0	±2.0	
Military Technician	98	±2	96	4	0	±3	100.0	±0.0	
IMA	NA		NA	NA	NA		NA		
Not Activated Past 12 Months	72	±2	13	0	87	±2	13.0	±2.0	
Activated Past 12 Months	87	±2	9	2	89	±3	11.0	±3.0	
Not Deployed Past 12 Months	66	±2	12	0	88	±2	12.0	±2.0	
Deployed Past 12 Months	53	±3	13	2	85	±3	15.0	±3.0	
Deployed OIF/OEF	51	±4	14	3	83	±4	17.0	±4.0	
WHITE	64	±2	13	0	86	±2	14.0	±2.0	
ARNG	73	±3	11	1	89	±3	11.0	±3.0	
USAR	74	±4	4	0	95	±3	5.0	±3.0	
USNR	NA		NA	NA	NA		NA		
USMCR	NA		NA	NA	NA		NA		
ANG	74	±4	29	0	71	±5	29.0	±5.0	
USAFR	64	±5	20	0	80	±6	20.0	±6.0	
Enlisted	66	±2	14	0	86	±2	14.0	±2.0	
E1 – E4	72	±3	6	0	94	±2	6.0	±2.0	
E5 – E9	61	±3	21	1	79	±4	21.0	±4.0	
Officers	54	±2	11	1	88	±2	12.0	±2.0	
BLACK	59	±2	9	0	91	±2	9.0	±2.0	
ARNG	65	±4	8	1	91	±3	9.0	±3.0	
USAR	65	±4	5	0	94	±3	6.0	±3.0	
USNR	NA		NA	NA	NA		NA		
USMCR	NA		NA	NA	NA		NA		
ANG	71	±3	18	0	81	±3	19.0	±3.0	
USAFR	68	±3	17	0	83	±3	17.0	±3.0	
Enlisted	60	±3	9	1	91	±2	9.0	±2.0	
E1 – E4	72	±4	4	0	95	±3	5.0	±3.0	
E5 – E9	51	±3	13	1	86	±3	14.0	±3.0	
Officers	56	±3	7	0	92	±2	8.0	±2.0	

Note. Percent responding are Reserve component members, not in the Navy Reserve or Marine Corps Reserve (Q1), who answered the question and who were not identified as AGR/FTS/AR or IMA in the sample frame.

NA: Not applicable

28. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes		
			1	2	3				
HISPANIC	59	±3	11	1	89	±3	11.0	±3.0	
ARNG	70	±5	10	1	89	±5	11.0	±5.0	
USAR	74	±5	6	0	94	±4	6.0	±4.0	
USNR	NA		NA	NA	NA		NA		
USMCR	NA		NA	NA	NA		NA		
ANG	72	±7	23	0	77	±8	23.0	±8.0	
USAFR	68	±8	20	0	80	±11	20.0	±11.0	
Enlisted	59	±3	11	1	89	±3	11.0	±3.0	
E1 – E4	67	±5	8	1	91	±6	9.0	±5.0	
E5 – E9	53	±4	13	0	86	±4	14.0	±4.0	
Officers	56	±5	11	1	88	±5	12.0	±5.0	
AIAN	63	±10	11	0	89	±10	11.0	±10.0	
ARNG	68	±15	13	0	87	±17	13.0	±17.0	
USAR	77	±16	4	0	96	±9	4.0	±9.0	
USNR	NA		NA	NA	NA		NA		
ANG	67	±31	11	0	89	±13	11.0	±13.0	
USAFR	59	±18	16	NR	84	±11	16.0	±11.0	
Enlisted	64	±11	10	0	90	±11	10.0	±11.0	
Officers	47	±14	NR	1	NR	±2	NR		
ASIAN	59	±5	8	0	91	±2	9.0	±2.0	
ARNG	73	±10	6	0	94	±3	6.0	±3.0	
USAR	77	±6	3	0	96	±2	4.0	±2.0	
USNR	NA		NA	NA	NA		NA		
USMCR	NA		NA	NA	NA		NA		
ANG	71	±4	32	0	68	±5	32.0	±5.0	
USAFR	77	±7	7	0	93	±4	7.0	±4.0	
Enlisted	60	±5	9	0	91	±2	9.0	±2.0	
Officers	53	±5	6	0	94	±3	6.0	±3.0	
NHPI	72	±8	13	0	87	±12	13.0	±12.0	
ARNG	79	±13	NR	NR	NR		NR		
USAR	75	±6	10	0	90	±10	10.0	±10.0	
USNR	NA		NA	NA	NA		NA		
ANG	72	±14	NR	NR	NR		NR		
USAFR	83	±6	12	NR	88	±10	12.0	±10.0	
Enlisted	74	±8	14	0	86	±13	14.0	±13.0	
Officers	54	±17	6	NR	94	±7	6.0	±7.0	
TWO OR MORE RACES	72	±7	14	0	86	±10	14.0	±10.0	
ARNG	78	±12	NR	0	NR	±1	NR		
USAR	89	±7	2	0	98	±4	2.0	±4.0	
USNR	NA		NA	NA	NA		NA		
USMCR	NA		NA	NA	NA		NA		
ANG	77	±12	NR	0	NR	±0	NR		
USAFR	73	±14	NR	NR	NR		NR		
Enlisted	74	±8	15	0	85	±12	15.0	±12.0	
Officers	58	±11	8	0	92	±8	8.0	±8.0	
USCGR	NA		NA	NA	NA		NA		
White	NA		NA	NA	NA		NA		
Black	NA		NA	NA	NA		NA		
Hispanic	NA		NA	NA	NA		NA		
Other Race/Ethnicity	NA		NA	NA	NA		NA		
Enlisted	NA		NA	NA	NA		NA		
E1 – E4	NA		NA	NA	NA		NA		
E5 – E9	NA		NA	NA	NA		NA		
Officers	NA		NA	NA	NA		NA		

NR: Not reportable















































NA: Not applicable

**29. Do you have a civilian job?**

1. Yes, I currently have a civilian job














































2. Yes, in the week before my current  
activation I had a civilian job

3. No

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes		
			1	2	3				
TOTAL DOD	74	±2	72	4	24	±2	76.0	±2.0	
ARNG	71	±2	67	6	28	±3	72.0	±3.0	
USAR	74	±3	75	5	19	±3	81.0	±3.0	
USNR	77	±3	88	3	8	±3	92.0	±3.0	
USMCR	80	±4	80	2	18	±5	82.0	±5.0	
ANG	71	±4	64	3	33	±5	67.0	±5.0	
USAFR	80	±3	79	2	19	±4	81.0	±4.0	
Enlisted	74	±2	71	4	25	±2	75.0	±2.0	
E1 – E4	82	±2	69	3	28	±3	72.0	±3.0	
E5 – E9	67	±2	73	5	22	±3	78.0	±3.0	
Officers	73	±2	78	6	15	±2	85.0	±2.0	
O1 – O3	76	±3	77	6	18	±3	82.0	±3.0	
O4 – O6	73	±3	81	7	13	±3	87.0	±2.0	
Male	74	±2	73	5	22	±2	78.0	±2.0	
Female	72	±3	66	4	30	±4	70.0	±4.0	
AGR/FTS/AR	NA		NA	NA	NA		NA		
Other Selected Reserve	80	±2	72	4	24	±2	76.0	±2.0	
Reserve Unit	80	±2	72	4	24	±2	76.0	±2.0	
Military Technician	95	±2	47	3	50	±5	50.0	±5.0	
IMA	83	±4	78	5	17	±6	83.0	±6.0	
Not Activated Past 12 Months	85	±1	77	0	23	±2	77.0	±2.0	
Activated Past 12 Months	98	±1	55	19	26	±4	74.0	±4.0	
Not Deployed Past 12 Months	78	±2	76	1	23	±2	77.0	±2.0	
Deployed Past 12 Months	60	±3	57	16	27	±4	73.0	±4.0	
Deployed OIF/OEF	59	±4	55	17	28	±5	72.0	±5.0	
WHITE	75	±2	72	4	23	±2	77.0	±2.0	
ARNG	73	±3	68	5	26	±4	74.0	±4.0	
USAR	77	±4	77	6	18	±5	82.0	±5.0	
USNR	78	±4	88	4	8	±5	92.0	±4.0	
USMCR	83	±5	82	1	17	±6	83.0	±6.0	
ANG	71	±5	63	2	34	±6	66.0	±6.0	
USAFR	80	±4	78	2	21	±6	79.0	±6.0	
Enlisted	75	±2	71	4	25	±3	75.0	±3.0	
E1 – E4	83	±3	70	4	26	±4	74.0	±4.0	
E5 – E9	69	±3	72	4	24	±4	76.0	±4.0	
Officers	74	±2	79	6	15	±3	85.0	±2.0	
BLACK	67	±2	74	4	22	±3	78.0	±3.0	
ARNG	65	±4	67	4	29	±5	71.0	±5.0	
USAR	65	±4	77	5	19	±5	81.0	±5.0	
USNR	71	±3	89	2	9	±3	91.0	±3.0	
USMCR	67	±7	72	4	24	±12	76.0	±12.0	
ANG	70	±3	72	3	25	±4	75.0	±4.0	
USAFR	78	±3	81	3	17	±3	83.0	±3.0	
Enlisted	67	±3	74	3	23	±3	77.0	±3.0	
E1 – E4	79	±4	67	2	31	±5	69.0	±5.0	
E5 – E9	59	±3	79	5	16	±4	84.0	±3.0	
Officers	68	±3	78	7	15	±3	85.0	±3.0	

Note. Percent responding are Reserve component members who answered the question and who were not identified as AGR/FTS/AR in the sample frame.

NA: Not applicable

29. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes		
			1	2	3				
HISPANIC	73	±3	72	6	23	±4	77.0	±4.0	
ARNG	70	±5	62	8	30	±7	70.0	±7.0	
USAR	74	±5	72	6	22	±7	78.0	±6.0	
USNR	77	±5	91	2	7	±4	93.0	±4.0	
USMCR	71	±8	80	2	18	±10	82.0	±10.0	
ANG	72	±7	73	4	23	±7	77.0	±6.0	
USAFR	79	±7	82	1	17	±8	83.0	±8.0	
Enlisted	73	±3	71	5	24	±4	76.0	±4.0	
E1 – E4	81	±4	68	4	28	±6	72.0	±6.0	
E5 – E9	66	±4	75	7	19	±5	81.0	±4.0	
Officers	71	±4	76	9	15	±5	85.0	±5.0	
AIAN	70	±10	60	6	34	±13	66.0	±13.0	
ARNG	68	±15	NR	NR	NR		NR		
USAR	78	±16	NR	2	NR	±2	NR		
USNR	60	±24	90	0	9	±11	91.0	±11.0	
ANG	67	±31	NR	1	NR	±3	NR		
USAFR	74	±20	77	5	18	±12	82.0	±12.0	
Enlisted	71	±11	59	6	35	±14	65.0	±14.0	
Officers	60	±15	70	7	23	±13	77.0	±13.0	
ASIAN	78	±4	67	3	30	±6	70.0	±6.0	
ARNG	74	±10	53	3	44	±13	56.0	±13.0	
USAR	79	±6	73	4	23	±6	77.0	±6.0	
USNR	80	±5	86	2	12	±9	88.0	±9.0	
USMCR	81	±12	59	3	38	±17	62.0	±17.0	
ANG	71	±4	58	2	40	±6	60.0	±6.0	
USAFR	88	±5	78	2	19	±17	81.0	±17.0	
Enlisted	78	±5	64	3	34	±7	66.0	±7.0	
Officers	77	±5	83	4	13	±3	87.0	±3.0	
NHPI	75	±7	73	5	22	±12	78.0	±11.0	
ARNG	78	±13	NR	NR	NR		NR		
USAR	76	±6	67	3	30	±8	70.0	±8.0	
USNR	47	±35	81	2	17	±18	83.0	±18.0	
ANG	72	±14	NR	3	NR	±9	NR		
USAFR	87	±5	84	3	13	±10	87.0	±9.0	
Enlisted	77	±8	73	4	23	±13	77.0	±12.0	
Officers	56	±18	79	11	10	±15	90.0	±10.0	
TWO OR MORE RACES	76	±7	67	4	29	±11	71.0	±11.0	
ARNG	75	±13	NR	NR	NR		NR		
USAR	90	±7	NR	4	NR	±5	NR		
USNR	74	±10	87	3	10	±10	90.0	±9.0	
USMCR	52	±31	NR	2	NR	±8	NR		
ANG	67	±18	NR	1	NR	±2	NR		
USAFR	79	±13	87	NR	10	±10	90.0	±7.0	
Enlisted	77	±8	66	4	30	±12	70.0	±12.0	
Officers	72	±10	75	9	16	±12	84.0	±10.0	
USCGR	82	±3	92	1	7	±3	93.0	±3.0	
White	84	±4	92	1	6	±3	94.0	±3.0	
Black	77	±12	86	NR	14	±15	86.0	±15.0	
Hispanic	72	±10	92	NR	8	±9	92.0	±9.0	
Other Race/Ethnicity	80	±8	85	0	15	±9	85.0	±9.0	
Enlisted	82	±4	92	1	8	±3	92.0	±3.0	
E1 – E4	88	±5	93	0	7	±5	93.0	±5.0	
E5 – E9	78	±5	90	1	9	±4	91.0	±4.0	
Officers	82	±5	92	2	6	±5	94.0	±5.0	

NR: Not reportable

**30. Are you a student?**

1. Yes, I am currently a student

2. Yes, in the week before my current  
activation I was a student

3. No

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes		
			1	2	3				
TOTAL DOD	74	±2	25	1	74	±2	26.0	±2.0	
ARNG	72	±2	26	2	72	±3	28.0	±3.0	
USAR	74	±3	26	1	73	±4	27.0	±4.0	
USNR	77	±3	20	0	80	±4	20.0	±4.0	
USMCR	79	±4	37	1	62	±5	38.0	±5.0	
ANG	72	±4	22	1	78	±4	22.0	±4.0	
USAFR	80	±3	17	1	82	±4	18.0	±4.0	
Enlisted	74	±2	27	1	72	±2	28.0	±2.0	
E1 – E4	82	±2	37	1	62	±3	38.0	±3.0	
E5 – E9	68	±2	18	1	81	±3	19.0	±3.0	
Officers	73	±2	11	1	88	±2	12.0	±2.0	
O1 – O3	76	±3	19	2	79	±4	21.0	±4.0	
O4 – O6	73	±3	5	1	94	±2	6.0	±2.0	
Male	74	±2	23	1	76	±2	24.0	±2.0	
Female	71	±3	33	1	65	±4	35.0	±4.0	
AGR/FTS/AR	NA		NA	NA	NA		NA		
Other Selected Reserve	80	±2	25	1	74	±2	26.0	±2.0	
Reserve Unit	80	±2	25	1	74	±2	26.0	±2.0	
Military Technician	98	±2	15	0	85	±4	15.0	±4.0	
IMA	83	±4	11	1	88	±5	12.0	±5.0	
Not Activated Past 12 Months	86	±1	26	0	74	±2	26.0	±2.0	
Activated Past 12 Months	98	±1	19	5	76	±3	24.0	±3.0	
Not Deployed Past 12 Months	78	±2	26	1	73	±2	27.0	±2.0	
Deployed Past 12 Months	60	±3	19	3	77	±4	23.0	±4.0	
Deployed OIF/OEF	59	±4	20	3	78	±4	22.0	±4.0	
WHITE	75	±2	24	1	75	±2	25.0	±2.0	
ARNG	73	±3	26	1	73	±4	27.0	±4.0	
USAR	77	±4	26	1	73	±5	27.0	±5.0	
USNR	78	±4	17	0	83	±5	17.0	±5.0	
USMCR	83	±5	36	1	63	±7	37.0	±7.0	
ANG	73	±5	21	0	79	±5	21.0	±5.0	
USAFR	80	±4	12	1	87	±5	13.0	±5.0	
Enlisted	75	±2	26	1	73	±3	27.0	±3.0	
E1 – E4	82	±3	36	1	62	±4	38.0	±4.0	
E5 – E9	70	±3	18	1	82	±3	18.0	±3.0	
Officers	74	±2	10	1	89	±2	11.0	±2.0	
BLACK	67	±2	29	1	70	±3	30.0	±3.0	
ARNG	65	±4	31	3	67	±5	33.0	±5.0	
USAR	65	±4	27	1	73	±5	27.0	±5.0	
USNR	71	±3	30	0	69	±6	31.0	±6.0	
USMCR	67	±7	40	0	60	±10	40.0	±10.0	
ANG	70	±3	28	1	72	±4	28.0	±4.0	
USAFR	78	±3	24	1	75	±3	25.0	±3.0	
Enlisted	67	±3	30	1	69	±3	31.0	±3.0	
E1 – E4	79	±4	41	2	57	±5	43.0	±5.0	
E5 – E9	59	±3	20	1	79	±4	21.0	±4.0	
Officers	68	±3	16	1	83	±3	17.0	±3.0	

Note. Percent responding are Reserve component members who answered the question and who were not identified as AGR/FTS/AR in the sample frame.

NA: Not applicable

30. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes		
			1	2	3				
HISPANIC	73	±3	26	2	72	±4	28.0	±4.0	
ARNG	70	±5	24	2	74	±7	26.0	±7.0	
USAR	74	±5	30	3	68	±7	32.0	±7.0	
USNR	77	±5	22	0	78	±7	22.0	±7.0	
USMCR	71	±8	34	1	65	±10	35.0	±9.0	
ANG	72	±7	25	3	72	±12	28.0	±11.0	
USAFR	79	±7	28	2	71	±11	29.0	±11.0	
Enlisted	73	±3	28	2	70	±4	30.0	±4.0	
E1 – E4	81	±4	35	1	64	±6	36.0	±6.0	
E5 – E9	66	±4	21	2	77	±5	23.0	±5.0	
Officers	71	±4	13	2	86	±4	14.0	±4.0	
AIAN	70	±10	23	1	76	±12	24.0	±12.0	
ARNG	69	±15	NR	1	NR	±2	NR		
USAR	77	±16	13	0	87	±11	13.0	±11.0	
USNR	60	±24	16	0	84	±16	16.0	±16.0	
ANG	67	±31	11	0	89	±14	11.0	±14.0	
USAFR	74	±20	16	1	83	±10	17.0	±10.0	
Enlisted	72	±11	24	1	75	±13	25.0	±13.0	
Officers	59	±15	14	1	85	±11	15.0	±11.0	
ASIAN	77	±4	31	2	66	±7	34.0	±6.0	
ARNG	73	±10	37	NR	58	±13	42.0	±13.0	
USAR	79	±6	32	1	67	±7	33.0	±7.0	
USNR	79	±5	17	1	82	±7	18.0	±7.0	
USMCR	81	±12	61	0	38	±15	62.0	±15.0	
ANG	71	±4	21	0	79	±5	21.0	±5.0	
USAFR	88	±5	23	0	77	±16	23.0	±16.0	
Enlisted	78	±5	36	2	62	±9	38.0	±6.0	
Officers	77	±5	11	0	88	±5	12.0	±5.0	
NHPI	76	±7	16	2	82	±7	18.0	±7.0	
ARNG	79	±13	10	NR	88	±15	12.0	±15.0	
USAR	76	±6	27	1	72	±7	28.0	±7.0	
USNR	47	±35	29	NR	71	±18	29.0	±18.0	
ANG	72	±14	6	NR	92	±11	8.0	±11.0	
USAFR	87	±5	23	0	77	±11	23.0	±11.0	
Enlisted	78	±8	17	1	82	±8	18.0	±8.0	
Officers	63	±16	7	NR	NR	±8	NR		
TWO OR MORE RACES	78	±7	26	1	73	±10	27.0	±10.0	
ARNG	78	±12	26	1	72	±18	28.0	±18.0	
USAR	90	±7	13	1	86	±15	14.0	±15.0	
USNR	74	±10	28	1	70	±15	30.0	±15.0	
USMCR	52	±31	NR	NR	NR		NR		
ANG	66	±18	NR	0	NR	±1	NR		
USAFR	79	±13	NR	0	NR	±1	NR		
Enlisted	79	±7	28	1	71	±11	29.0	±11.0	
Officers	72	±10	13	1	87	±9	13.0	±9.0	
USCGR	82	±3	26	0	74	±4	26.0	±4.0	
White	83	±4	25	0	75	±5	25.0	±5.0	
Black	77	±12	30	NR	70	±17	30.0	±17.0	
Hispanic	72	±10	29	NR	71	±13	29.0	±13.0	
Other Race/Ethnicity	80	±8	26	0	74	±10	26.0	±10.0	
Enlisted	82	±4	29	0	71	±5	29.0	±5.0	
E1 – E4	87	±5	39	0	61	±8	39.0	±8.0	
E5 – E9	78	±5	19	0	81	±5	19.0	±5.0	
Officers	81	±5	12	0	88	±6	12.0	±6.0	

NR: Not reportable
















































31. Have you been activated in the past 12 months? This includes activations that started more than 12 months ago and continued into the past 12 months.

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
TOTAL DOD	76	±2	23	±2	
ARNG	73	±2	26	±3	
USAR	76	±3	23	±3	
USNR	79	±3	15	±4	
USMCR	80	±4	22	±5	
ANG	75	±4	27	±5	
USAFR	83	±3	16	±4	
Enlisted	76	±2	23	±2	
E1 – E4	83	±2	23	±3	
E5 – E9	70	±2	24	±3	
Officers	76	±2	23	±2	
O1 – O3	78	±3	24	±3	
O4 – O6	77	±2	22	±3	
Male	76	±2	24	±2	
Female	74	±3	18	±3	
AGR/FTS/AR	NA		NA		
Other Selected Reserve	82	±2	23	±2	
Reserve Unit	82	±2	23	±2	
Military Technician	100	±1	20	±5	
IMA	87	±4	17	±5	
Not Activated Past 12 Months	88	±1	0	±0	
Activated Past 12 Months	100	±0	100	±0	
Not Deployed Past 12 Months	80	±2	9	±2	
Deployed Past 12 Months	62	±3	78	±3	
Deployed OIF/OEF	60	±4	84	±4	
WHITE	77	±2	24	±2	
ARNG	74	±3	25	±4	
USAR	80	±4	25	±5	
USNR	81	±4	16	±5	
USMCR	84	±5	21	±6	
ANG	75	±4	28	±6	
USAFR	84	±4	16	±5	
Enlisted	77	±2	24	±3	
E1 – E4	84	±3	24	±4	
E5 – E9	72	±3	24	±4	
Officers	77	±2	23	±3	
BLACK	68	±2	20	±3	
ARNG	66	±4	23	±5	
USAR	66	±4	19	±4	
USNR	72	±3	12	±3	
USMCR	67	±7	28	±11	
ANG	72	±3	20	±3	
USAFR	79	±3	13	±3	
Enlisted	68	±3	19	±3	
E1 – E4	80	±4	17	±4	
E5 – E9	60	±3	21	±3	
Officers	70	±3	24	±3	

Note. Percent responding are Reserve component members who answered the question and who were not identified as AGR/FTS/AR in the sample frame.

NA: Not applicable



31. Continued	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
HISPANIC	74	±3	25	±4	
ARNG	72	±5	29	±7	
USAR	75	±5	22	±6	
USNR	79	±5	13	±7	
USMCR	72	±8	24	±9	
ANG	73	±7	32	±11	
USAFR	80	±7	23	±11	
Enlisted	74	±3	25	±4	
E1 – E4	82	±4	23	±5	
E5 – E9	68	±4	27	±5	
Officers	73	±4	27	±5	
AIAN	72	±10	19	±11	
ARNG	69	±15	NR		
USAR	78	±16	7	±7	
USNR	69	±23	3	±4	
ANG	72	±30	10	±11	
USAFR	76	±20	13	±8	
Enlisted	72	±11	19	±13	
Officers	75	±12	13	±7	
ASIAN	78	±4	21	±5	
ARNG	74	±10	28	±13	
USAR	80	±6	21	±6	
USNR	81	±5	13	±8	
USMCR	81	±12	23	±17	
ANG	72	±4	22	±5	
USAFR	90	±4	16	±17	
Enlisted	78	±5	22	±6	
Officers	79	±5	19	±5	
NHPI	76	±7	31	±14	
ARNG	79	±13	NR		
USAR	75	±6	22	±6	
USNR	47	±35	14	±13	
ANG	73	±14	NR		
USAFR	87	±5	20	±12	
Enlisted	77	±8	30	±16	
Officers	63	±16	NR		
TWO OR MORE RACES	80	±6	26	±10	
ARNG	79	±12	28	±18	
USAR	90	±7	NR		
USNR	77	±9	18	±15	
USMCR	53	±31	NR		
ANG	77	±12	NR		
USAFR	80	±13	15	±12	
Enlisted	81	±7	25	±12	
Officers	74	±9	32	±13	
USCGR	84	±3	6	±2	
White	85	±3	6	±3	
Black	80	±11	6	±12	
Hispanic	72	±10	10	±9	
Other Race/Ethnicity	84	±7	11	±9	
Enlisted	84	±4	5	±3	
E1 – E4	89	±5	3	±4	
E5 – E9	80	±4	7	±4	
Officers	85	±5	13	±6	

NR: Not reportable


























## 32. Was at least one of your activations in the past 12 months longer than 30 consecutive days?

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
TOTAL DOD	18	±2	85	±3	
ARNG	19	±2	81	±5	
USAR	18	±3	90	±5	
USNR	12	±3	87	±10	
USMCR	18	±4	87	±9	
ANG	20	±4	85	±7	
USAFR	13	±3	87	±9	
Enlisted	18	±2	83	±3	
E1 – E4	19	±2	76	±6	
E5 – E9	17	±2	89	±4	
Officers	17	±2	93	±3	
O1 – O3	19	±3	92	±4	
O4 – O6	17	±2	95	±4	
Male	18	±2	85	±3	
Female	14	±2	85	±7	
AGR/FTS/AR	NA		NA		
Other Selected Reserve	19	±2	85	±3	
Reserve Unit	19	±2	84	±3	
Military Technician	20	±4	86	±9	
IMA	15	±4	95	±7	
Not Activated Past 12 Months	NA		NA		
Activated Past 12 Months	100	±1	85	±3	
Not Deployed Past 12 Months	7	±1	61	±6	
Deployed Past 12 Months	48	±3	95	±3	
Deployed OIF/OEF	50	±4	98	±2	
WHITE	18	±2	85	±4	
ARNG	19	±3	81	±7	
USAR	20	±4	92	±8	
USNR	13	±4	90	±14	
USMCR	18	±5	86	±14	
ANG	21	±4	86	±9	
USAFR	13	±4	87	±15	
Enlisted	18	±2	84	±5	
E1 – E4	20	±3	76	±7	
E5 – E9	17	±3	90	±6	
Officers	17	±2	94	±3	
BLACK	13	±2	83	±5	
ARNG	15	±3	80	±11	
USAR	13	±3	88	±10	
USNR	9	±2	87	±8	
USMCR	19	±8	NR		
ANG	14	±3	76	±8	
USAFR	10	±2	84	±8	
Enlisted	13	±2	81	±6	
E1 – E4	13	±3	74	±12	
E5 – E9	13	±2	87	±6	
Officers	16	±3	94	±4	

Note. Percent responding are Reserve component members who answered the question, who were not identified as AGR/FTS/AR in the sample frame, and who have been activated in the past 12 months (Q31).

NR: Not reportable

NA: Not applicable

32. Continued	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
HISPANIC	18	±3	81	±6	
ARNG	21	±5	79	±10	
USAR	17	±5	81	±13	
USNR	10	±5	NR		
USMCR	17	±6	91	±10	
ANG	24	±8	86	±10	
USAFR	18	±8	NR		
Enlisted	18	±3	80	±7	
E1 – E4	19	±4	72	±11	
E5 – E9	18	±4	87	±8	
Officers	19	±4	94	±4	
AIAN	14	±7	NR		
ARNG	20	±13	NR		
USAR	6	±4	84	±17	
USNR	2	±2	NR		
ANG	7	±5	88	±17	
USAFR	10	±6	NR		
Enlisted	14	±8	NR		
Officers	10	±4	87	±15	
ASIAN	17	±4	88	±5	
ARNG	20	±9	90	±10	
USAR	17	±4	88	±8	
USNR	10	±5	93	±9	
USMCR	19	±12	NR		
ANG	16	±4	74	±12	
USAFR	15	±12	93	±11	
Enlisted	17	±5	87	±6	
Officers	15	±4	92	±4	
NHPI	23	±11	NR		
ARNG	34	±24	NR		
USAR	17	±5	77	±13	
USNR	5	±6	NR		
ANG	17	±10	NR		
USAFR	18	±9	NR		
Enlisted	23	±12	NR		
Officers	24	±16	NR		
TWO OR MORE RACES	20	±8	91	±10	
ARNG	22	±13	NR		
USAR	28	±20	99	±6	
USNR	14	±9	NR		
USMCR	26	±32	NR		
ANG	16	±18	NR		
USAFR	12	±8	NR		
Enlisted	20	±9	94	±11	
Officers	24	±9	NR		
USCGR	5	±2	76	±14	
White	5	±2	NR		
Black	5	±6	NR		
Hispanic	7	±5	NR		
Other Race/Ethnicity	9	±6	NR		
Enlisted	4	±2	NR		
E1 – E4	3	±3	NR		
E5 – E9	5	±3	NR		
Officers	11	±4	NR		

NR: Not reportable

**33. In the past 12 months, have your activation(s) for more than 30 consecutive days been voluntary, involuntary, or both?**

1. Voluntary

2. Involuntary

3. Both

	Percent Responding		Percentages			Max ME
			1	2	3	
TOTAL DOD	15	±1	46	36	19	±4
ARNG	15	±2	39	39	22	±6
USAR	16	±3	34	46	20	±8
USNR	10	±3	30	55	15	±11
USMCR	15	±4	43	38	19	±12
ANG	17	±3	75	13	12	±9
USAFR	12	±3	78	9	13	±11
Enlisted	15	±2	45	36	19	±5
E1 – E4	14	±2	42	36	22	±7
E5 – E9	15	±2	48	36	16	±6
Officers	16	±2	47	33	20	±5
O1 – O3	17	±3	38	36	25	±7
O4 – O6	16	±2	56	28	16	±7
Male	16	±2	45	36	19	±4
Female	12	±2	48	34	18	±9
AGR/FTS/AR	NA		NA	NA	NA	
Other Selected Reserve	16	±2	46	36	19	±4
Reserve Unit	16	±2	45	36	19	±4
Military Technician	18	±4	47	35	18	±12
IMA	14	±4	72	10	17	±13
Not Activated Past 12 Months	NA		NA	NA	NA	
Activated Past 12 Months	84	±3	46	36	19	±4
Not Deployed Past 12 Months	4	±1	64	16	20	±8
Deployed Past 12 Months	46	±3	40	41	19	±5
Deployed OIF/OEF	49	±4	36	45	19	±5
WHITE	16	±2	46	36	17	±5
ARNG	15	±3	41	41	19	±8
USAR	18	±4	33	47	19	±10
USNR	12	±4	27	57	16	±14
USMCR	15	±5	41	38	20	±16
ANG	18	±4	74	14	12	±11
USAFR	11	±4	74	12	14	±16
Enlisted	15	±2	46	37	17	±6
E1 – E4	15	±3	44	34	22	±9
E5 – E9	16	±3	47	39	14	±8
Officers	16	±2	48	34	18	±6
BLACK	11	±2	46	33	21	±7
ARNG	12	±3	41	35	24	±13
USAR	11	±3	41	40	19	±11
USNR	8	±2	37	40	22	±10
USMCR	16	±7	NR	NR	14	±16
ANG	11	±2	68	10	22	±9
USAFR	9	±2	80	3	17	±9
Enlisted	10	±2	46	33	21	±8
E1 – E4	10	±3	44	40	16	±14
E5 – E9	11	±2	48	29	23	±9
Officers	16	±3	45	34	21	±8

Note. Percent responding are Reserve component members who answered the question, who were not identified as AGR/FTS/AR in the sample frame, who have been activated in the past 12 months (Q31), and who had at least one activation longer than 30 consecutive days (Q32).

NR: Not reportable

NA: Not applicable

33. Continued	Percent Responding		Percentages			Max ME
			1	2	3	
HISPANIC	15	±3	43	35	22	±9
ARNG	17	±5	29	36	35	±14
USAR	14	±4	35	50	15	±15
USNR	8	±4	NR	NR	6	±10
USMCR	16	±6	NR	NR	NR	
ANG	20	±8	88	3	9	±11
USAFR	16	±8	85	7	7	±14
Enlisted	15	±3	43	36	22	±9
E1 – E4	13	±4	35	43	22	±15
E5 – E9	16	±4	48	30	22	±11
Officers	18	±4	47	29	25	±11
AIAN	10	±6	NR	NR	NR	
ARNG	14	±10	NR	NR	NR	
USAR	5	±3	41	NR	25	±17
USNR	2	±2	NR	NR	NR	
ANG	6	±5	86	8	6	±12
USAFR	10	±5	NR	NR	NR	
Enlisted	10	±7	NR	NR	NR	
Officers	8	±4	52	15	33	±16
ASIAN	15	±4	44	39	17	±14
ARNG	18	±9	NR	NR	21	±16
USAR	15	±4	40	40	19	±13
USNR	9	±5	22	NR	15	±17
USMCR	16	±12	NR	NR	NR	
ANG	11	±3	75	14	11	±12
USAFR	14	±12	91	3	6	±15
Enlisted	15	±5	45	38	17	±16
Officers	14	±4	37	44	NR	±13
NHPI	18	±10	NR	13	NR	±12
ARNG	26	±22	NR	NR	NR	
USAR	13	±4	29	35	36	±16
USNR	3	±4	NR	NR	NR	
ANG	14	±9	NR	NR	NR	
USAFR	17	±9	95	NR	5	±11
Enlisted	17	±10	NR	12	NR	±14
Officers	24	±16	NR	NR	NR	
TWO OR MORE RACES	19	±8	NR	NR	NR	
ARNG	20	±13	NR	NR	NR	
USAR	28	±20	6	NR	NR	±11
USNR	8	±5	NR	11	NR	±13
USMCR	26	±32	NR	NR	NR	
ANG	15	±18	NR	NR	NR	
USAFR	9	±6	NR	1	NR	±7
Enlisted	19	±9	NR	NR	NR	
Officers	19	±8	NR	NR	NR	
USCGR	4	±2	35	39	26	±17
White	4	±2	NR	NR	NR	
Black	5	±6	NR	NR	NR	
Hispanic	6	±5	NR	NR	NR	
Other Race/Ethnicity	6	±6	NR	NR	NR	
Enlisted	3	±2	NR	NR	NR	
E1 – E4	2	±2	NR	NR	NR	
E5 – E9	5	±2	NR	NR	NR	
Officers	7	±4	NR	NR	NR	

NR: Not reportable



























## 34. Did any of your activations for more than 30 consecutive days in the past 12 months result in deployment?

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
TOTAL DOD	15	±1	78	±4	
ARNG	15	±2	78	±6	
USAR	16	±3	78	±7	
USNR	10	±3	86	±7	
USMCR	16	±4	83	±9	
ANG	17	±3	79	±9	
USAFR	12	±3	66	±12	
Enlisted	15	±2	78	±4	
E1 – E4	14	±2	69	±7	
E5 – E9	15	±2	84	±5	
Officers	16	±2	78	±4	
O1 – O3	17	±3	77	±6	
O4 – O6	16	±2	78	±6	
Male	16	±2	79	±4	
Female	12	±2	70	±8	
AGR/FTS/AR	NA		NA		
Other Selected Reserve	16	±2	78	±4	
Reserve Unit	16	±2	78	±4	
Military Technician	18	±4	86	±9	
IMA	14	±4	53	±14	
Not Activated Past 12 Months	NA		NA		
Activated Past 12 Months	85	±3	78	±4	
Not Deployed Past 12 Months	4	±1	0	±0	
Deployed Past 12 Months	46	±3	100	±0	
Deployed OIF/OEF	49	±4	100	±0	
WHITE	16	±2	79	±4	
ARNG	15	±3	79	±7	
USAR	18	±4	80	±9	
USNR	12	±4	89	±11	
USMCR	15	±5	82	±13	
ANG	18	±4	79	±10	
USAFR	11	±4	66	±17	
Enlisted	15	±2	79	±5	
E1 – E4	15	±3	67	±9	
E5 – E9	16	±3	87	±6	
Officers	16	±2	80	±5	
BLACK	11	±2	70	±6	
ARNG	12	±3	75	±12	
USAR	11	±3	67	±11	
USNR	8	±2	78	±9	
USMCR	16	±7	NR		
ANG	11	±2	63	±10	
USAFR	9	±2	54	±9	
Enlisted	11	±2	71	±7	
E1 – E4	10	±3	64	±14	
E5 – E9	11	±2	74	±8	
Officers	15	±3	67	±7	

Note. Percent responding are Reserve component members who answered the question, who were not identified as AGR/FTS/AR in the sample frame, who have been activated in the past 12 months (Q31), and who had at least one activation longer than 30 consecutive days (Q32).

NR: Not reportable

NA: Not applicable

34. Continued	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
HISPANIC	15	±3	80	±7	
ARNG	17	±5	84	±11	
USAR	14	±4	70	±17	
USNR	8	±4	79	±17	
USMCR	16	±6	86	±11	
ANG	20	±8	NR		
USAFR	16	±8	82	±15	
Enlisted	15	±3	81	±8	
E1 – E4	13	±4	72	±15	
E5 – E9	16	±4	87	±6	
Officers	18	±4	70	±12	
AIAN	10	±6	90	±9	
ARNG	14	±10	93	±10	
USAR	5	±3	84	±14	
USNR	2	±2	NR		
ANG	6	±5	NR		
USAFR	10	±5	NR		
Enlisted	10	±7	91	±9	
Officers	8	±4	74	±17	
ASIAN	15	±4	68	±16	
ARNG	18	±9	NR		
USAR	15	±4	80	±9	
USNR	9	±5	80	±16	
USMCR	16	±12	93	±12	
ANG	12	±3	65	±13	
USAFR	14	±12	NR		
Enlisted	15	±5	NR		
Officers	14	±4	80	±7	
NHPI	18	±10	82	±16	
ARNG	26	±22	NR		
USAR	13	±4	86	±11	
USNR	3	±4	NR		
ANG	14	±9	NR		
USAFR	17	±9	NR		
Enlisted	17	±10	86	±15	
Officers	24	±16	NR		
TWO OR MORE RACES	19	±8	NR		
ARNG	20	±13	NR		
USAR	28	±20	91	±14	
USNR	8	±5	NR		
USMCR	26	±32	NR		
ANG	15	±18	NR		
USAFR	9	±6	NR		
Enlisted	19	±9	NR		
Officers	19	±8	84	±13	
USCGR	4	±2	NR		
White	4	±2	NR		
Black	5	±6	NR		
Hispanic	6	±5	NR		
Other Race/Ethnicity	6	±6	NR		
Enlisted	3	±2	NR		
E1 – E4	2	±2	NR		
E5 – E9	5	±2	NR		
Officers	7	±4	NR		

NR: Not reportable

35. In the past 12 months, after processing in the mobilization station, were you deployed within the contiguous 48 states (CONUS), outside the contiguous 48 states (OCONUS), or both?

1. CONUS

2. OCONUS

3. Both

	Percent Responding		Percentages			Max ME
			1	2	3	
TOTAL DOD	12	±1	15	63	22	±4
ARNG	12	±2	14	59	26	±7
USAR	12	±2	16	67	17	±8
USNR	9	±3	14	66	20	±13
USMCR	13	±3	2	56	42	±13
ANG	14	±3	17	66	17	±11
USAFR	7	±2	20	65	15	±14
Enlisted	11	±2	14	63	23	±5
E1 – E4	10	±2	18	57	25	±8
E5 – E9	13	±2	12	66	22	±6
Officers	13	±2	18	64	19	±6
O1 – O3	13	±2	17	67	16	±11
O4 – O6	12	±2	19	60	20	±8
Male	12	±2	14	63	22	±5
Female	8	±2	19	61	20	±12
AGR/FTS/AR	NA		NA	NA	NA	
Other Selected Reserve	13	±1	15	63	22	±4
Reserve Unit	13	±1	15	63	22	±5
Military Technician	15	±4	9	75	15	±13
IMA	8	±3	28	NR	NR	±16
Not Activated Past 12 Months	NA		NA	NA	NA	
Activated Past 12 Months	65	±4	15	63	22	±4
Not Deployed Past 12 Months	NA		NA	NA	NA	
Deployed Past 12 Months	46	±3	15	63	22	±4
Deployed OIF/OEF	49	±4	3	72	25	±5
WHITE	12	±2	14	66	20	±6
ARNG	12	±2	14	64	22	±9
USAR	15	±4	14	71	15	±11
USNR	11	±4	14	64	21	±16
USMCR	13	±4	0	64	36	±18
ANG	14	±4	18	65	17	±13
USAFR	7	±3	NR	NR	NR	
Enlisted	12	±2	13	67	20	±7
E1 – E4	10	±3	18	61	21	±11
E5 – E9	14	±2	11	70	19	±8
Officers	13	±2	16	65	19	±7
BLACK	8	±2	25	54	20	±8
ARNG	9	±3	22	57	21	±14
USAR	7	±2	34	50	16	±14
USNR	6	±2	10	69	21	±11
USMCR	12	±7	NR	NR	NR	
ANG	7	±2	15	53	32	±11
USAFR	5	±2	23	55	22	±12
Enlisted	7	±2	25	54	21	±9
E1 – E4	6	±3	NR	NR	21	±18
E5 – E9	8	±2	22	57	21	±10
Officers	10	±2	26	56	17	±11

Note. Percent responding are Reserve component members who answered the question, who were not identified as AGR/FTS/AR in the sample frame, and who have been deployed in the past 12 months (Q31/Q32/Q34).

NR: Not reportable

NA: Not applicable



35. Continued	Percent Responding		Percentages			Max ME
			1	2	3	
HISPANIC	12	±2	11	51	38	±10
ARNG	14	±4	11	39	50	±15
USAR	9	±3	11	58	31	±16
USNR	6	±4	NR	NR	10	±14
USMCR	13	±6	NR	26	72	±17
ANG	17	±8	9	75	16	±18
USAFR	13	±8	NR	NR	5	±9
Enlisted	12	±3	11	50	39	±10
E1 – E4	9	±3	17	29	NR	±18
E5 – E9	14	±4	7	61	32	±13
Officers	13	±3	16	64	21	±11
AIAN	9	±6	NR	NR	NR	
ARNG	13	±10	NR	NR	NR	
USAR	4	±3	29	NR	22	±18
USNR	2	±2	NR	NR	NR	
ANG	4	±3	19	34	NR	±17
USAFR	6	±4	NR	NR	NR	
Enlisted	9	±7	NR	NR	NR	
Officers	6	±3	NR	NR	NR	
ASIAN	10	±3	13	69	18	±11
ARNG	11	±7	6	NR	NR	±11
USAR	12	±4	12	78	10	±10
USNR	7	±5	NR	NR	NR	
USMCR	9	±5	NR	NR	NR	
ANG	7	±3	23	61	16	±17
USAFR	5	±2	16	68	15	±13
Enlisted	9	±3	13	67	20	±13
Officers	11	±4	13	78	9	±9
NHPI	15	±10	3	NR	NR	±7
ARNG	23	±22	NR	NR	NR	
USAR	11	±4	9	NR	NR	±10
USNR	NA		NA	NA	NA	
ANG	8	±6	NR	NR	NR	
USAFR	13	±8	NR	NR	NR	
Enlisted	15	±10	3	NR	NR	±7
Officers	13	±12	NR	NR	NR	
TWO OR MORE RACES	13	±7	16	NR	NR	±15
ARNG	10	±9	NR	NR	NR	
USAR	25	±20	NR	NR	3	±8
USNR	5	±3	NR	NR	NR	
USMCR	24	±33	NR	NR	NR	
ANG	14	±18	NR	NR	2	±8
USAFR	6	±5	NR	NR	2	±9
Enlisted	13	±7	8	NR	NR	±14
Officers	16	±8	NR	NR	7	±13
USCGR	2	±1	NR	NR	NR	
White	2	±1	NR	NR	NR	
Black	2	±5	NR	NR	NR	
Hispanic	3	±4	NR	NR	NR	
Other Race/Ethnicity	1	±1	NR	NR	NR	
Enlisted	2	±1	NR	NR	NR	
E1 – E4	NA		NA	NA	NA	
E5 – E9	3	±2	NR	NR	NR	
Officers	4	±3	NR	NR	NR	

NR: Not reportable

NA: Not applicable

**36. Are you currently activated?**

1. Yes

2. No

3. Does not apply; not activated in the past 12 months

	Percent Responding		Percentages			Max ME	Percentage Currently Activated
			1	2	3		
TOTAL DOD	76	±2	6	18	77	±2	
ARNG	73	±2	7	18	74	±3	
USAR	76	±3	6	17	77	±3	
USNR	79	±3	3	12	85	±4	
USMCR	80	±4	3	20	78	±5	
ANG	75	±4	4	23	73	±5	
USAFR	83	±3	3	13	84	±4	
Enlisted	75	±2	5	18	77	±2	
E1 – E4	83	±2	5	18	77	±3	
E5 – E9	69	±2	6	18	76	±3	
Officers	76	±2	8	15	77	±2	
O1 – O3	78	±3	8	16	76	±3	
O4 – O6	77	±2	8	14	78	±3	
Male	76	±2	6	19	76	±2	
Female	74	±3	5	13	82	±3	
AGR/FTS/AR	NA		NA	NA	NA		
Other Selected Reserve	82	±2	6	18	77	±2	
Reserve Unit	82	±2	6	18	77	±2	
Military Technician	100	±1	4	17	80	±5	
IMA	87	±4	7	10	83	±5	
Not Activated Past 12 Months	88	±1	0	0	100	±0	
Activated Past 12 Months	100	±1	25	75	0	±3	
Not Deployed Past 12 Months	80	±2	2	7	91	±2	
Deployed Past 12 Months	62	±3	19	59	22	±4	
Deployed OIF/OEF	60	±4	21	62	16	±5	
WHITE	77	±2	5	18	76	±2	
ARNG	74	±3	7	18	75	±4	
USAR	80	±4	6	18	75	±5	
USNR	81	±4	4	12	84	±5	
USMCR	84	±5	3	19	79	±6	
ANG	75	±4	3	25	72	±6	
USAFR	84	±4	3	12	84	±5	
Enlisted	77	±2	5	19	76	±3	
E1 – E4	84	±3	5	19	76	±4	
E5 – E9	72	±3	5	19	76	±4	
Officers	77	±2	7	15	77	±3	
BLACK	68	±2	5	14	81	±3	
ARNG	66	±4	7	16	77	±5	
USAR	66	±4	6	13	81	±4	
USNR	72	±3	3	10	88	±3	
USMCR	67	±7	4	24	72	±12	
ANG	72	±3	3	16	80	±3	
USAFR	79	±3	4	9	87	±3	
Enlisted	68	±3	5	14	81	±3	
E1 – E4	80	±4	4	12	83	±4	
E5 – E9	60	±3	6	15	79	±3	
Officers	70	±3	9	15	76	±3	

Note. Percent responding are Reserve component members who answered the question and who were not identified as AGR/FTS/AR in the sample frame.  
 NA: Not applicable

36. Continued	Percent Responding		Percentages			Max ME	Percentage Currently Activated
			1	2	3		
HISPANIC	74	±3	7	17	75	±4	
ARNG	72	±5	11	18	71	±7	
USAR	75	±5	7	15	78	±6	
USNR	79	±5	2	11	87	±7	
USMCR	72	±8	2	22	76	±9	
ANG	73	±7	7	25	68	±12	
USAFR	80	±7	3	20	77	±11	
Enlisted	74	±3	7	17	75	±4	
E1 – E4	82	±4	6	17	77	±5	
E5 – E9	68	±4	9	18	73	±5	
Officers	73	±4	10	16	73	±5	
AIAN	72	±10	7	12	81	±11	
ARNG	69	±15	NR	18	NR	±18	
USAR	78	±16	3	5	93	±7	
USNR	69	±23	1	2	97	±4	
ANG	72	±30	1	9	90	±11	
USAFR	76	±20	6	7	87	±8	
Enlisted	72	±11	7	13	81	±13	
Officers	75	±12	7	6	87	±7	
ASIAN	78	±4	5	16	79	±5	
ARNG	74	±10	10	18	73	±15	
USAR	80	±6	5	16	79	±6	
USNR	81	±5	2	10	88	±8	
USMCR	81	±12	2	21	77	±17	
ANG	72	±4	4	18	78	±5	
USAFR	90	±4	3	NR	84	±17	
Enlisted	78	±5	5	16	78	±6	
Officers	79	±5	5	14	81	±5	
NHPI	76	±7	6	24	69	±15	
ARNG	79	±13	NR	NR	NR		
USAR	75	±6	4	18	78	±6	
USNR	46	±34	2	9	89	±13	
ANG	73	±14	6	17	NR	±15	
USAFR	87	±5	4	17	80	±12	
Enlisted	77	±8	5	25	70	±16	
Officers	63	±16	NR	NR	NR		
TWO OR MORE RACES	80	±6	7	19	74	±10	
ARNG	79	±12	NR	21	72	±18	
USAR	90	±7	NR	NR	NR		
USNR	77	±9	3	15	82	±15	
USMCR	53	±31	2	NR	NR	±8	
ANG	77	±12	1	NR	NR	±2	
USAFR	80	±13	4	11	85	±12	
Enlisted	81	±7	6	18	75	±12	
Officers	74	±9	10	22	68	±13	
USCGR	84	±3	1	5	94	±2	
White	85	±3	1	5	94	±3	
Black	80	±11	NR	6	94	±12	
Hispanic	72	±10	NR	10	90	±9	
Other Race/Ethnicity	84	±7	0	11	89	±9	
Enlisted	84	±4	1	4	95	±3	
E1 – E4	89	±5	0	3	97	±4	
E5 – E9	80	±4	1	6	93	±4	
Officers	85	±5	2	11	87	±6	

NR: Not reportable

**37. Are you currently deployed?**

1. Yes

2. No

3. Does not apply; either not activated or not deployed in the past 12 months

	Percent Responding		Percentages			Max ME	Percentage Currently Deployed
			1	2	3		
TOTAL DOD	100	±1	7	4	89	±1	
ARNG	100	±1	9	5	86	±2	
USAR	100	±1	9	4	87	±2	
USNR	100	±1	3	2	94	±2	
USMCR	100	±1	3	3	94	±3	
ANG	100	±1	1	5	93	±3	
USAFR	100	±1	1	4	95	±2	
Enlisted	100	±1	7	4	89	±2	
E1 – E4	100	±1	6	3	91	±2	
E5 – E9	100	±1	7	5	88	±2	
Officers	100	±1	7	4	89	±2	
O1 – O3	100	±1	8	4	88	±2	
O4 – O6	100	±1	7	4	90	±2	
Male	100	±1	7	4	89	±2	
Female	100	±1	6	3	91	±2	
AGR/FTS/AR	100	±1	0	0	100	±0	
Other Selected Reserve	100	±1	7	5	88	±1	
Reserve Unit	100	±1	7	5	88	±1	
Military Technician	100	±1	2	2	97	±3	
IMA	100	±1	3	3	93	±3	
Not Activated Past 12 Months	100	±1	0	0	100	±0	
Activated Past 12 Months	100	±1	11	5	83	±3	
Not Deployed Past 12 Months	100	±0	0	0	100	±0	
Deployed Past 12 Months	99	±1	27	17	56	±3	
Deployed OIF/OEF	99	±1	28	19	53	±4	
WHITE	100	±1	6	4	90	±2	
ARNG	100	±1	8	4	87	±3	
USAR	100	±1	9	3	88	±4	
USNR	100	±1	4	2	94	±3	
USMCR	100	±1	4	2	94	±4	
ANG	100	±1	1	5	93	±3	
USAFR	100	±1	1	3	95	±3	
Enlisted	100	±1	6	4	90	±2	
E1 – E4	100	±1	6	3	91	±3	
E5 – E9	100	±1	6	4	89	±2	
Officers	100	±1	7	4	90	±2	
BLACK	100	±1	8	5	87	±2	
ARNG	99	±1	9	7	84	±4	
USAR	100	±1	10	5	85	±3	
USNR	99	±1	3	3	95	±2	
USMCR	100	±0	2	6	92	±4	
ANG	99	±1	2	4	94	±2	
USAFR	100	±1	2	4	94	±2	
Enlisted	99	±1	7	5	87	±2	
E1 – E4	100	±1	5	4	91	±3	
E5 – E9	99	±1	9	6	85	±3	
Officers	100	±1	9	5	86	±2	

Note. Percent responding are Reserve component members who answered the question. Reserve component members who were identified as AGR/FTS/AR in the sample frame or who were not activated, not activated longer than 30 consecutive days, or not deployed in the past 24 months (Q31/32/34) are coded as "Does not apply; either not activated or not deployed in the past 12 months."

37. Continued	Percent Responding		Percentages			Max ME	Percentage Currently Deployed
			1	2	3		
HISPANIC	100	±1	9	5	86	±3	
ARNG	100	±1	15	6	80	±6	
USAR	99	±2	9	4	86	±5	
USNR	100	±0	3	1	96	±3	
USMCR	100	±0	3	4	93	±6	
ANG	100	±1	2	8	90	±9	
USAFR	99	±3	1	5	94	±9	
Enlisted	99	±1	9	5	86	±3	
E1 – E4	100	±1	8	3	90	±4	
E5 – E9	99	±1	10	7	84	±4	
Officers	100	±1	11	5	84	±4	
AIAN	99	±1	9	12	79	±12	
ARNG	99	±2	15	NR	70	±18	
USAR	100	±1	3	3	93	±7	
USNR	100	±0	1	2	97	±7	
ANG	100	±0	1	NR	NR	±3	
USAFR	99	±2	4	NR	NR	±5	
Enlisted	99	±1	9	12	79	±13	
Officers	100	±0	10	NR	83	±13	
ASIAN	100	±1	4	3	93	±2	
ARNG	100	±1	6	3	91	±4	
USAR	100	±1	7	4	90	±4	
USNR	99	±1	3	2	96	±2	
USMCR	100	±0	3	1	95	±5	
ANG	100	±1	1	4	96	±2	
USAFR	100	±1	1	3	96	±2	
Enlisted	100	±1	4	3	93	±2	
Officers	100	±1	5	4	91	±4	
NHPI	100	±1	7	3	90	±7	
ARNG	100	±1	NR	1	NR	±3	
USAR	100	±1	9	6	85	±8	
USNR	98	±3	NR	NR	NR		
ANG	100	±1	2	7	91	±9	
USAFR	100	±0	0	2	97	±3	
Enlisted	100	±1	7	3	90	±8	
Officers	100	±0	5	6	89	±8	
TWO OR MORE RACES	100	±1	6	3	91	±6	
ARNG	100	±1	4	NR	91	±12	
USAR	100	±1	NR	1	NR	±2	
USNR	100	±1	5	1	94	±5	
USMCR	100	±0	NR	NR	NR		
ANG	100	±1	2	2	97	±3	
USAFR	100	±1	3	2	95	±9	
Enlisted	100	±1	5	3	92	±8	
Officers	99	±1	13	2	85	±11	
USCGR	100	±1	7	2	91	±3	
White	100	±1	6	2	91	±3	
Black	100	±0	2	9	89	±12	
Hispanic	100	±0	11	2	87	±10	
Other Race/Ethnicity	100	±0	5	3	93	±7	
Enlisted	100	±1	7	3	91	±3	
E1 – E4	100	±0	4	1	95	±5	
E5 – E9	100	±1	9	4	87	±4	
Officers	100	±0	5	2	93	±4	

NR: Not reportable

**38. Since September 11, 2001, have you been deployed for any of the following operations?****a. Operation Noble Eagle (airport security)**

1. Yes, in the past 12 months

2. Yes, but not in the past 12 months

3. No

	Percent Responding		Percentages			Max ME
			1	2	3	
<b>TOTAL DOD</b>	99	±1	1	7	92	±1
ARNG	99	±1	1	7	92	±2
USAR	99	±1	2	4	94	±2
USNR	99	±1	1	7	92	±3
USMCR	99	±2	0	2	98	±2
ANG	99	±1	2	14	84	±3
USAFR	99	±1	1	7	92	±3
Enlisted	99	±1	1	7	92	±1
E1 – E4	98	±1	0	2	97	±1
E5 – E9	99	±1	2	10	88	±2
Officers	99	±1	2	9	89	±2
O1 – O3	99	±1	1	10	89	±2
O4 – O6	99	±1	2	10	89	±2
Male	99	±1	2	8	91	±1
Female	99	±1	1	5	95	±2
AGR/FTS/AR	100	±1	2	9	90	±3
Other Selected Reserve	99	±1	1	7	92	±1
Reserve Unit	99	±1	1	7	92	±1
Military Technician	100	±1	2	11	87	±4
IMA	99	±1	2	10	89	±4
Not Activated Past 12 Months	99	±1	1	7	92	±1
Activated Past 12 Months	100	±1	2	8	90	±3
Not Deployed Past 12 Months	99	±1	0	7	93	±1
Deployed Past 12 Months	100	±1	6	8	86	±2
Deployed OIF/OEF	100	±0	5	6	89	±3
<b>WHITE</b>	99	±1	1	7	92	±2
ARNG	99	±1	1	6	93	±2
USAR	99	±1	2	5	94	±3
USNR	98	±2	1	7	92	±4
USMCR	99	±2	0	2	98	±3
ANG	99	±1	2	14	84	±4
USAFR	99	±2	1	8	91	±4
Enlisted	99	±1	1	7	92	±2
E1 – E4	98	±1	0	2	98	±2
E5 – E9	99	±1	2	10	88	±2
Officers	99	±1	1	9	89	±2
<b>BLACK</b>	99	±1	2	6	92	±2
ARNG	99	±1	3	7	90	±3
USAR	99	±1	2	4	94	±2
USNR	99	±1	2	4	94	±2
USMCR	99	±2	0	1	99	±3
ANG	99	±1	2	13	85	±3
USAFR	99	±1	1	5	94	±2
Enlisted	99	±1	2	6	92	±2
E1 – E4	98	±2	1	2	98	±2
E5 – E9	99	±1	3	9	88	±2
Officers	99	±1	2	7	91	±2

Note. Percent responding are Reserve component members who answered the question.

38a. Continued	Percent Responding		Percentages			Max ME
			1	2	3	
HISPANIC	99	±1	2	8	90	±2
ARNG	100	±1	3	11	86	±5
USAR	99	±1	1	3	95	±3
USNR	99	±1	1	7	92	±5
USMCR	98	±4	0	2	98	±2
ANG	100	±1	3	17	80	±8
USAFR	100	±1	1	7	93	±3
Enlisted	99	±1	2	8	90	±2
E1 – E4	99	±1	1	5	94	±3
E5 – E9	100	±1	3	10	87	±3
Officers	99	±2	3	10	87	±5
AIAN	97	±5	1	13	86	±11
ARNG	100	±1	0	13	87	±17
USAR	87	±21	0	2	97	±3
USNR	100	±0	0	NR	NR	±0
ANG	100	±1	1	NR	NR	±2
USAFR	100	±1	NR	NR	NR	
Enlisted	97	±6	0	13	87	±12
Officers	99	±2	NR	NR	77	±18
ASIAN	99	±1	1	5	94	±2
ARNG	99	±1	1	7	92	±4
USAR	100	±1	0	2	97	±2
USNR	99	±1	2	9	89	±7
USMCR	99	±2	0	1	99	±2
ANG	99	±1	2	11	87	±3
USAFR	99	±1	0	4	96	±2
Enlisted	99	±1	1	5	94	±2
Officers	99	±1	2	9	89	±5
NHPI	100	±1	NR	10	85	±12
ARNG	100	±0	NR	14	NR	±17
USAR	99	±1	1	3	96	±2
USNR	98	±3	NR	8	90	±16
ANG	99	±1	2	11	87	±10
USAFR	100	±0	0	12	88	±6
Enlisted	100	±1	NR	9	85	±14
Officers	99	±2	2	NR	NR	±4
TWO OR MORE RACES	98	±2	1	7	92	±7
ARNG	100	±1	0	NR	NR	±1
USAR	99	±3	0	NR	NR	±1
USNR	100	±1	1	4	95	±4
USMCR	98	±3	NR	1	99	±3
ANG	99	±1	1	NR	NR	±2
USAFR	92	±14	NR	2	95	±8
Enlisted	98	±3	0	7	93	±8
Officers	98	±3	3	12	85	±13
USCGR	99	±1	2	10	88	±3
White	99	±2	2	9	89	±3
Black	100	±0	4	14	82	±13
Hispanic	99	±3	4	12	84	±9
Other Race/Ethnicity	99	±2	1	15	84	±8
Enlisted	99	±1	3	9	89	±3
E1 – E4	98	±2	1	3	95	±5
E5 – E9	99	±1	4	13	83	±4
Officers	98	±2	0	16	84	±5

NR: Not reportable

**38. Since September 11, 2001, have you been deployed for any of the following operations?****b. Operation Enduring Freedom (Afghanistan)**

1. Yes, in the past 12 months

2. Yes, but not in the past 12 months

3. No

	Percent Responding		Percentages			Max ME
			1	2	3	
<b>TOTAL DOD</b>	99	±1	5	10	85	±1
ARNG	99	±1	3	6	91	±2
USAR	99	±1	5	10	85	±3
USNR	99	±1	5	11	84	±3
USMCR	99	±2	2	5	93	±2
ANG	99	±1	9	18	73	±4
USAFR	99	±1	6	18	76	±4
Enlisted	99	±1	4	9	87	±2
E1 – E4	98	±1	2	4	94	±2
E5 – E9	99	±1	6	13	81	±2
Officers	99	±1	7	14	79	±2
O1 – O3	99	±1	6	12	82	±2
O4 – O6	99	±1	8	16	76	±3
Male	99	±1	5	10	84	±2
Female	99	±1	2	8	90	±2
AGR/FTS/AR	100	±1	4	10	86	±3
Other Selected Reserve	99	±1	5	10	85	±1
Reserve Unit	99	±1	5	10	85	±1
Military Technician	100	±1	7	12	80	±4
IMA	99	±1	4	16	81	±5
Not Activated Past 12 Months	99	±1	1	10	88	±2
Activated Past 12 Months	100	±1	12	8	80	±3
Not Deployed Past 12 Months	99	±1	0	10	90	±1
Deployed Past 12 Months	100	±1	19	8	73	±3
Deployed OIF/OEF	100	±0	27	6	67	±4
<b>WHITE</b>	99	±1	5	10	85	±2
ARNG	99	±1	3	6	91	±2
USAR	99	±1	6	11	83	±4
USNR	98	±2	6	11	84	±4
USMCR	99	±2	1	4	95	±3
ANG	99	±1	9	19	72	±5
USAFR	99	±2	7	19	74	±5
Enlisted	99	±1	5	9	86	±2
E1 – E4	98	±1	2	3	95	±2
E5 – E9	99	±1	6	14	80	±3
Officers	99	±1	7	15	78	±2
<b>BLACK</b>	99	±1	4	10	86	±2
ARNG	99	±1	4	8	88	±3
USAR	99	±1	3	11	86	±3
USNR	99	±1	4	9	88	±3
USMCR	99	±2	1	10	89	±5
ANG	99	±1	5	13	82	±3
USAFR	99	±1	4	14	82	±2
Enlisted	99	±1	4	10	87	±2
E1 – E4	98	±2	2	4	94	±3
E5 – E9	99	±1	5	13	82	±3
Officers	99	±1	6	11	84	±2

Note. Percent responding are Reserve component members who answered the question.



38b. Continued	Percent Responding		Percentages			Max ME
			1	2	3	
HISPANIC	99	±1	4	8	88	±2
ARNG	100	±1	4	5	91	±4
USAR	99	±1	2	8	90	±4
USNR	99	±1	2	10	88	±5
USMCR	98	±4	1	8	91	±4
ANG	100	±1	7	16	77	±7
USAFR	100	±1	7	16	77	±8
Enlisted	99	±1	4	8	89	±2
E1 – E4	99	±1	1	5	94	±3
E5 – E9	100	±1	6	10	84	±3
Officers	99	±2	6	12	82	±4
AIAN	97	±5	6	17	77	±11
ARNG	100	±1	8	NR	81	±17
USAR	87	±21	2	NR	NR	±3
USNR	100	±0	2	NR	NR	±5
ANG	100	±1	3	NR	NR	±4
USAFR	100	±1	NR	12	NR	±8
Enlisted	97	±6	5	18	77	±13
Officers	99	±2	15	9	76	±16
ASIAN	99	±1	4	9	87	±4
ARNG	99	±1	2	5	93	±4
USAR	100	±1	4	11	85	±11
USNR	99	±1	8	10	82	±14
USMCR	99	±2	NR	4	NR	±4
ANG	99	±1	6	13	81	±4
USAFR	99	±1	3	15	82	±16
Enlisted	99	±1	4	9	88	±5
Officers	99	±1	7	11	82	±5
NHPI	100	±1	10	9	81	±14
ARNG	100	±0	NR	8	NR	±14
USAR	99	±1	2	6	92	±4
USNR	98	±3	NR	6	NR	±12
ANG	99	±1	5	11	84	±11
USAFR	100	±0	2	18	79	±9
Enlisted	100	±1	11	8	81	±16
Officers	99	±2	6	16	79	±17
TWO OR MORE RACES	98	±2	4	8	89	±6
ARNG	100	±1	3	7	90	±13
USAR	99	±3	3	3	94	±5
USNR	100	±1	3	12	86	±8
USMCR	98	±3	1	4	95	±7
ANG	99	±1	NR	7	86	±12
USAFR	92	±14	3	NR	NR	±3
Enlisted	98	±3	2	6	91	±6
Officers	98	±3	11	17	72	±13
USCGR	99	±1	2	9	88	±3
White	99	±2	2	9	89	±3
Black	100	±0	4	11	84	±13
Hispanic	99	±3	2	10	88	±9
Other Race/Ethnicity	99	±2	3	10	88	±7
Enlisted	99	±1	2	9	88	±3
E1 – E4	98	±2	1	4	95	±5
E5 – E9	99	±1	3	14	83	±4
Officers	98	±2	1	10	88	±5

NR: Not reportable

**38. Since September 11, 2001, have you been deployed for any of the following operations?****c. Operation Iraqi Freedom**

1. Yes, in the past 12 months

2. Yes, but not in the past 12 months

3. No

	Percent Responding		Percentages			Max ME
			1	2	3	
<b>TOTAL DOD</b>	99	±1	15	26	60	±2
ARNG	99	±1	15	26	58	±3
USAR	99	±1	17	26	58	±3
USNR	99	±1	12	19	69	±4
USMCR	99	±2	16	30	54	±5
ANG	99	±1	14	27	59	±4
USAFR	99	±1	9	24	67	±4
Enlisted	99	±1	15	25	60	±2
E1 – E4	98	±1	12	15	73	±3
E5 – E9	99	±1	17	33	50	±2
Officers	99	±1	14	28	59	±2
O1 – O3	99	±1	13	25	62	±3
O4 – O6	99	±1	14	29	57	±3
Male	99	±1	16	27	57	±2
Female	99	±1	11	19	70	±3
AGR/FTS/AR	100	±1	11	26	64	±4
Other Selected Reserve	99	±1	15	26	59	±2
Reserve Unit	99	±1	15	26	59	±2
Military Technician	100	±1	15	33	52	±5
IMA	99	±1	10	21	69	±5
Not Activated Past 12 Months	99	±1	4	29	67	±2
Activated Past 12 Months	100	±1	41	19	40	±4
Not Deployed Past 12 Months	99	±1	0	30	70	±2
Deployed Past 12 Months	100	±1	58	13	30	±3
Deployed OIF/OEF	100	±0	83	4	12	±3
<b>WHITE</b>	99	±1	15	27	59	±2
ARNG	99	±1	15	28	57	±3
USAR	99	±1	17	25	58	±5
USNR	98	±2	13	20	67	±5
USMCR	99	±2	17	30	53	±6
ANG	99	±1	14	29	57	±5
USAFR	99	±2	8	26	65	±5
Enlisted	99	±1	15	27	59	±3
E1 – E4	98	±1	12	15	72	±4
E5 – E9	99	±1	17	35	48	±3
Officers	99	±1	13	28	58	±3
<b>BLACK</b>	99	±1	14	23	62	±3
ARNG	99	±1	16	23	61	±4
USAR	99	±1	16	26	58	±4
USNR	99	±1	14	17	69	±6
USMCR	99	±2	12	27	62	±9
ANG	99	±1	9	22	69	±4
USAFR	99	±1	9	20	72	±3
Enlisted	99	±1	15	23	63	±3
E1 – E4	98	±2	10	14	76	±4
E5 – E9	99	±1	17	29	54	±3
Officers	99	±1	14	26	60	±3

Note. Percent responding are Reserve component members who answered the question.

38c. Continued	Percent Responding		Percentages			Max ME
			1	2	3	
HISPANIC	99	±1	16	22	62	±3
ARNG	100	±1	18	19	63	±6
USAR	99	±1	16	28	56	±6
USNR	99	±1	9	20	71	±7
USMCR	98	±4	16	30	55	±8
ANG	100	±1	17	21	61	±11
USAFR	100	±1	15	17	69	±8
Enlisted	99	±1	16	22	62	±4
E1 – E4	99	±1	11	15	74	±5
E5 – E9	100	±1	21	28	52	±5
Officers	99	±2	15	26	59	±5
AIAN	97	±5	18	27	55	±11
ARNG	100	±1	22	25	53	±17
USAR	87	±21	8	NR	NR	±8
USNR	100	±0	5	NR	NR	±7
ANG	100	±1	NR	NR	NR	
USAFR	100	±1	NR	17	NR	±10
Enlisted	97	±6	18	26	56	±12
Officers	99	±2	17	29	53	±15
ASIAN	99	±1	12	25	64	±5
ARNG	99	±1	12	30	57	±11
USAR	100	±1	15	26	59	±8
USNR	99	±1	11	14	75	±12
USMCR	99	±2	11	34	55	±14
ANG	99	±1	9	15	76	±4
USAFR	99	±1	7	20	73	±14
Enlisted	99	±1	12	25	63	±6
Officers	99	±1	12	22	66	±5
NHPI	100	±1	18	22	61	±12
ARNG	100	±0	NR	17	NR	±15
USAR	99	±1	19	31	50	±7
USNR	98	±3	NR	NR	NR	
ANG	99	±1	8	NR	NR	±8
USAFR	100	±0	14	21	65	±11
Enlisted	100	±1	18	20	62	±13
Officers	99	±2	NR	NR	NR	
TWO OR MORE RACES	98	±2	13	28	59	±9
ARNG	100	±1	9	37	54	±16
USAR	99	±3	NR	NR	NR	
USNR	100	±1	7	20	73	±13
USMCR	98	±3	NR	NR	NR	
ANG	99	±1	NR	NR	NR	
USAFR	92	±14	4	NR	74	±18
Enlisted	98	±3	12	28	60	±11
Officers	98	±3	16	29	54	±13
USCGR	99	±1	6	20	74	±3
White	99	±2	6	20	75	±4
Black	100	±0	4	29	67	±14
Hispanic	99	±3	11	23	67	±11
Other Race/Ethnicity	99	±2	6	15	79	±8
Enlisted	99	±1	6	19	76	±4
E1 – E4	98	±2	2	7	91	±6
E5 – E9	99	±1	9	28	63	±5
Officers	98	±2	7	26	67	±7

NR: Not reportable

**38. Since September 11, 2001, have you been deployed for any of the following operations?****d. Other**

1. Yes, in the past 12 months

2. Yes, but not in the past 12 months

3. No

	Percent Responding		Percentages			Max ME
			1	2	3	
<b>TOTAL DOD</b>	99	±1	7	12	81	±2
ARNG	99	±1	8	12	80	±2
USAR	99	±1	6	8	85	±3
USNR	99	±1	5	10	85	±3
USMCR	99	±2	4	8	88	±3
ANG	99	±1	12	19	69	±4
USAFR	99	±1	5	11	84	±3
Enlisted	99	±1	7	11	82	±2
E1 – E4	98	±1	6	6	88	±2
E5 – E9	99	±1	8	15	77	±2
Officers	99	±1	8	16	77	±2
O1 – O3	99	±1	8	15	77	±3
O4 – O6	99	±1	7	15	78	±3
Male	99	±1	8	12	80	±2
Female	99	±1	5	9	85	±3
AGR/FTS/AR	100	±1	8	14	78	±4
Other Selected Reserve	99	±1	7	12	81	±2
Reserve Unit	99	±1	7	12	81	±2
Military Technician	100	±1	7	15	78	±5
IMA	99	±1	5	13	82	±4
Not Activated Past 12 Months	99	±1	4	11	85	±2
Activated Past 12 Months	100	±1	13	15	72	±4
Not Deployed Past 12 Months	99	±1	0	13	87	±2
Deployed Past 12 Months	100	±1	29	9	62	±3
Deployed OIF/OEF	100	±0	11	9	80	±3
<b>WHITE</b>	99	±1	7	13	80	±2
ARNG	99	±1	7	12	81	±3
USAR	99	±1	7	10	84	±4
USNR	98	±2	5	10	84	±4
USMCR	99	±2	4	8	88	±4
ANG	99	±1	12	20	68	±5
USAFR	99	±2	4	11	84	±5
Enlisted	99	±1	7	12	81	±2
E1 – E4	98	±1	6	6	88	±3
E5 – E9	99	±1	8	16	76	±3
Officers	99	±1	7	16	77	±2
<b>BLACK</b>	99	±1	7	9	83	±2
ARNG	99	±1	9	11	80	±4
USAR	99	±1	7	7	86	±3
USNR	99	±1	5	9	85	±3
USMCR	99	±2	3	7	90	±5
ANG	99	±1	8	14	78	±3
USAFR	99	±1	5	10	86	±2
Enlisted	99	±1	7	9	83	±2
E1 – E4	98	±2	5	6	89	±3
E5 – E9	99	±1	9	11	80	±3
Officers	99	±1	7	12	81	±3

Note. Percent responding are Reserve component members who answered the question.

38d. Continued	Percent Responding		Percentages			Max ME
			1	2	3	
HISPANIC	99	±1	8	11	81	±3
ARNG	100	±1	11	14	75	±6
USAR	99	±1	5	7	87	±4
USNR	99	±1	4	9	87	±5
USMCR	98	±4	4	6	90	±6
ANG	100	±1	13	19	68	±9
USAFR	100	±1	11	10	79	±9
Enlisted	99	±1	8	11	81	±3
E1 – E4	99	±1	7	6	87	±4
E5 – E9	100	±1	9	15	76	±4
Officers	99	±2	11	14	75	±4
AIAN	97	±5	4	12	84	±8
ARNG	100	±1	4	10	86	±13
USAR	87	±21	2	5	93	±5
USNR	100	±0	4	NR	NR	±6
ANG	100	±1	5	NR	NR	±5
USAFR	100	±1	NR	10	NR	±7
Enlisted	97	±6	3	10	87	±10
Officers	99	±2	10	36	54	±17
ASIAN	99	±1	5	11	84	±4
ARNG	99	±1	6	12	83	±10
USAR	100	±1	5	7	88	±4
USNR	99	±1	4	11	85	±5
USMCR	99	±2	4	10	86	±7
ANG	99	±1	10	13	77	±4
USAFR	99	±1	4	15	81	±16
Enlisted	99	±1	5	10	85	±4
Officers	99	±1	7	14	78	±5
NHPI	100	±1	12	10	78	±10
ARNG	100	±0	NR	NR	NR	
USAR	99	±1	6	6	88	±4
USNR	98	±3	2	6	92	±13
ANG	99	±1	14	NR	NR	±11
USAFR	100	±0	3	15	82	±9
Enlisted	100	±1	13	8	79	±11
Officers	99	±2	8	NR	NR	±7
TWO OR MORE RACES	98	±2	7	12	82	±8
ARNG	100	±1	8	15	77	±15
USAR	99	±3	6	4	90	±9
USNR	100	±1	10	11	79	±9
USMCR	98	±3	NR	NR	NR	
ANG	99	±1	6	NR	NR	±4
USAFR	92	±14	3	9	88	±10
Enlisted	98	±3	6	11	83	±9
Officers	98	±3	10	19	71	±11
USCGR	99	±1	7	22	72	±4
White	99	±2	6	21	73	±4
Black	100	±0	6	24	69	±14
Hispanic	99	±3	14	27	58	±11
Other Race/Ethnicity	99	±2	4	22	74	±10
Enlisted	99	±1	7	19	74	±4
E1 – E4	98	±2	4	11	85	±7
E5 – E9	99	±1	9	26	64	±5
Officers	98	±2	6	32	63	±7
















































NR: Not reportable

**38. Reserve component members who indicated they had been deployed for any of the following operations since September 11, 2001: Constructed item based on Q38a-d.**

a. Operation Noble Eagle (airport security)  
d. Other

b. Operation Enduring Freedom (Afghanistan)

c. Operation Iraqi Freedom

	Percent Responding		Percentages				Max ME	Percentage Deployed Since September 11, 2001		
			a	b	c	d				
TOTAL DOD	99	±1	8	15	40	19	±2	58.0	±2.0	
ARNG	99	±1	8	9	42	20	±3	61.0	±3.0	
USAR	99	±1	6	15	42	15	±3	59.0	±3.0	
USNR	99	±1	8	16	31	15	±4	48.0	±4.0	
USMCR	99	±2	2	7	46	12	±5	53.0	±5.0	
ANG	99	±1	16	27	41	31	±4	63.0	±4.0	
USAFR	99	±1	8	24	33	16	±4	47.0	±4.0	
Enlisted	99	±1	8	13	40	18	±2	57.0	±2.0	
E1 – E4	98	±1	3	6	27	12	±3	40.0	±3.0	
E5 – E9	99	±1	12	19	50	23	±2	70.0	±2.0	
Officers	99	±1	11	21	41	23	±2	64.0	±2.0	
O1 – O3	99	±1	11	18	38	23	±3	62.0	±3.0	
O4 – O6	99	±1	11	24	43	22	±3	63.0	±3.0	
Male	99	±1	9	16	43	20	±2	61.0	±2.0	
Female	99	±1	5	10	30	15	±3	44.0	±3.0	
AGR/FTS/AR	100	±1	10	14	36	22	±4	55.0	±4.0	
Other Selected Reserve	99	±1	8	15	41	19	±2	58.0	±2.0	
Reserve Unit	99	±1	8	15	41	19	±2	59.0	±2.0	
Military Technician	100	±1	13	20	48	22	±5	66.0	±5.0	
IMA	99	±1	11	19	31	18	±5	48.0	±5.0	
Not Activated Past 12 Months	99	±1	8	12	33	15	±2	48.0	±2.0	
Activated Past 12 Months	100	±1	10	20	60	28	±4	83.0	±3.0	
Not Deployed Past 12 Months	99	±1	7	10	30	13	±2	44.0	±2.0	
Deployed Past 12 Months	100	±1	14	27	70	38	±3	98.0	±1.0	
Deployed OIF/OEF	100	±0	11	33	88	20	±4	100.0	±0.0	
WHITE	99	±1	8	15	41	20	±2	59.0	±2.0	
ARNG	99	±1	7	9	43	19	±3	61.0	±3.0	
USAR	99	±1	6	17	42	16	±5	62.0	±5.0	
USNR	98	±2	8	16	33	16	±5	49.0	±5.0	
USMCR	99	±2	2	5	47	12	±6	54.0	±6.0	
ANG	99	±1	16	28	43	32	±5	65.0	±5.0	
USAFR	99	±2	9	26	35	16	±5	48.0	±6.0	
Enlisted	99	±1	8	14	41	19	±3	58.0	±3.0	
E1 – E4	98	±1	2	5	28	12	±4	41.0	±4.0	
E5 – E9	99	±1	12	20	52	24	±3	72.0	±3.0	
Officers	99	±1	11	22	42	23	±3	64.0	±3.0	
BLACK	99	±1	8	14	38	17	±3	55.0	±2.0	
ARNG	99	±1	10	12	39	20	±4	60.0	±4.0	
USAR	99	±1	6	14	42	14	±4	56.0	±4.0	
USNR	99	±1	6	12	31	15	±5	46.0	±4.0	
USMCR	99	±2	1	11	38	10	±8	49.0	±8.0	
ANG	99	±1	15	18	31	22	±4	53.0	±3.0	
USAFR	99	±1	6	18	28	14	±3	42.0	±3.0	
Enlisted	99	±1	8	13	37	17	±3	54.0	±3.0	
E1 – E4	98	±2	2	6	24	11	±4	35.0	±5.0	
E5 – E9	99	±1	12	18	46	20	±3	66.0	±3.0	
Officers	99	±1	9	16	40	19	±3	62.0	±3.0	

Note. Percent responding are Reserve component members who answered the question.

38. Continued	Percent Responding		Percentages				Max ME	Percentage Deployed Since September 11, 2001		
			a	b	c	d				
HISPANIC	99	±1	10	12	38	19	±3	56.0	±3.0	
ARNG	100	±1	14	9	37	25	±6	61.0	±6.0	
USAR	99	±1	5	10	44	13	±6	54.0	±6.0	
USNR	99	±1	8	12	29	13	±7	42.0	±7.0	
USMCR	98	±4	2	9	45	10	±8	52.0	±8.0	
ANG	100	±1	20	23	39	32	±9	64.0	±7.0	
USAFR	100	±1	7	23	31	21	±8	51.0	±9.0	
Enlisted	99	±1	10	11	38	19	±4	55.0	±4.0	
E1 – E4	99	±1	6	6	26	13	±5	40.0	±6.0	
E5 – E9	100	±1	13	16	48	24	±5	67.0	±4.0	
Officers	99	±2	13	18	41	25	±5	66.0	±4.0	
AIAN	97	±5	14	23	45	16	±11	64.0	±11.0	
ARNG	100	±1	13	19	47	14	±17	64.0	±16.0	
USAR	87	±21	3	NR	NR	7	±5	NR		
USNR	100	±0	NR	NR	NR	NR		NR		
ANG	100	±1	NR	NR	NR	NR		86.0	±13.0	
USAFR	100	±1	NR	NR	NR	NR		60.0	±15.0	
Enlisted	97	±6	13	23	44	13	±13	62.0	±12.0	
Officers	99	±2	23	24	47	46	±18	79.0	±9.0	
ASIAN	99	±1	6	13	36	16	±5	54.0	±5.0	
ARNG	99	±1	8	7	43	17	±11	59.0	±11.0	
USAR	100	±1	3	15	41	12	±10	53.0	±8.0	
USNR	99	±1	11	18	25	15	±13	47.0	±9.0	
USMCR	99	±2	1	NR	45	14	±14	57.0	±14.0	
ANG	99	±1	13	19	24	23	±4	50.0	±5.0	
USAFR	99	±1	4	18	27	19	±15	45.0	±14.0	
Enlisted	99	±1	6	12	37	15	±6	53.0	±6.0	
Officers	99	±1	11	18	34	22	±5	58.0	±5.0	
NHPI	100	±1	15	19	39	22	±12	63.0	±11.0	
ARNG	100	±0	NR	NR	NR	NR		NR		
USAR	99	±1	4	8	50	12	±7	58.0	±7.0	
USNR	98	±3	10	NR	NR	8	±16	NR		
ANG	99	±1	13	16	NR	NR	±11	NR		
USAFR	100	±0	12	21	35	18	±11	48.0	±11.0	
Enlisted	100	±1	15	19	38	21	±14	62.0	±12.0	
Officers	99	±2	NR	21	NR	NR	±16	74.0	±16.0	
TWO OR MORE RACES	98	±2	8	11	41	18	±9	53.0	±9.0	
ARNG	100	±1	NR	10	46	23	±16	59.0	±16.0	
USAR	99	±3	NR	6	NR	10	±9	NR		
USNR	100	±1	5	14	27	21	±13	42.0	±14.0	
USMCR	98	±3	1	5	NR	NR	±7	NR		
ANG	99	±1	NR	14	NR	NR	±12	NR		
USAFR	92	±14	5	NR	26	12	±18	33.0	±18.0	
Enlisted	98	±3	7	9	40	17	±11	50.0	±10.0	
Officers	98	±3	15	28	46	29	±13	70.0	±10.0	
USCGR	99	±1	12	12	26	28	±4	48.0	±4.0	
White	99	±2	11	11	25	27	±4	47.0	±4.0	
Black	100	±0	18	16	33	31	±14	45.0	±14.0	
Hispanic	99	±3	16	12	33	42	±11	64.0	±11.0	
Other Race/Ethnicity	99	±2	16	12	21	26	±9	46.0	±9.0	
Enlisted	99	±1	11	12	24	26	±4	46.0	±4.0	
E1 – E4	98	±2	5	5	9	15	±7	22.0	±7.0	
E5 – E9	99	±1	17	17	37	36	±5	64.0	±5.0	
Officers	98	±2	16	12	33	37	±7	62.0	±7.0	

NR: Not reportable

**39. How long have you been in your present military unit?**

1. Less than 1 year

2. 1-2 years

3. 3-5 years

4. 6-9 years

5. 10-14 years























































6. 15 years or more

	Percent Responding		Percentages						Max ME	Average Years in Present Unit		
			1	2	3	4	5	6				
TOTAL DOD	100	±1	19	31	20	14	7	9	±2	4.9	±0.2	
ARNG	100	±1	24	33	17	13	7	7	±3	4.3	±0.3	
USAR	100	±1	22	34	25	12	5	3	±3	3.4	±0.2	
USNR	99	±1	21	38	21	13	5	2	±4	3.2	±0.3	
USMCR	99	±1	16	37	36	7	4	1	±5	2.9	±0.3	
ANG	100	±1	5	18	17	20	14	26	±4	9.7	±0.6	
USAFR	100	±1	7	21	24	19	12	17	±4	7.4	±0.5	
Enlisted	100	±1	19	31	20	14	7	9	±2	4.9	±0.2	
E1 – E4	99	±1	28	41	22	6	2	1	±3	2.4	±0.2	
E5 – E9	100	±1	12	23	19	20	12	15	±2	6.9	±0.3	
Officers	100	±1	17	30	22	15	8	8	±2	4.8	±0.2	
O1 – O3	100	±1	22	33	23	14	5	3	±3	3.5	±0.2	
O4 – O6	100	±1	14	29	23	15	9	10	±3	5.4	±0.3	
Male	100	±1	18	31	20	14	8	9	±2	5.1	±0.2	
Female	99	±1	22	31	21	13	6	7	±3	4.2	±0.3	
AGR/FTS/AR	100	±1	15	34	21	14	8	8	±4	4.8	±0.5	
Other Selected Reserve	100	±1	19	30	20	14	7	9	±2	4.9	±0.2	
Reserve Unit	100	±1	19	30	20	14	7	9	±2	4.9	±0.2	
Military Technician	100	±1	12	21	14	15	13	24	±5	8.9	±0.9	
IMA	100	±1	11	30	31	15	9	4	±5	4.5	±0.5	
Not Activated Past 12 Months	100	±1	19	30	20	14	8	9	±2	4.9	±0.2	
Activated Past 12 Months	99	±1	17	30	21	15	7	9	±4	4.9	±0.4	
Not Deployed Past 12 Months	100	±1	20	31	19	14	7	9	±2	4.8	±0.2	
Deployed Past 12 Months	100	±1	15	29	24	15	7	10	±3	5.3	±0.4	
Deployed OIF/OEF	100	±1	16	28	24	15	7	10	±4	5.2	±0.4	
WHITE	100	±1	18	30	21	14	8	9	±2	5.0	±0.2	
ARNG	100	±1	24	32	17	13	7	6	±3	4.2	±0.4	
USAR	100	±1	20	33	28	11	4	3	±5	3.3	±0.3	
USNR	99	±1	20	38	21	14	4	2	±5	3.2	±0.5	
USMCR	100	±1	16	37	37	6	4	1	±6	2.9	±0.3	
ANG	100	±0	5	18	16	20	14	27	±5	9.9	±0.7	
USAFR	100	±1	6	19	24	20	13	17	±5	7.6	±0.7	
Enlisted	100	±1	18	30	20	14	8	9	±2	5.1	±0.3	
E1 – E4	99	±1	27	41	23	5	2	2	±4	2.4	±0.3	
E5 – E9	100	±1	12	21	19	20	12	15	±3	7.1	±0.4	
Officers	100	±1	17	30	22	15	8	8	±2	4.9	±0.3	
BLACK	99	±1	19	31	19	14	8	9	±2	5.0	±0.3	
ARNG	99	±1	19	31	16	13	8	12	±4	5.4	±0.6	
USAR	99	±1	23	32	21	13	6	5	±4	3.8	±0.4	
USNR	100	±1	23	37	20	12	6	2	±5	3.2	±0.3	
USMCR	99	±2	20	44	21	12	3	1	±9	2.7	±0.4	
ANG	99	±1	5	19	21	18	16	21	±3	8.6	±0.4	
USAFR	100	±1	10	23	23	17	10	16	±3	6.9	±0.4	
Enlisted	99	±1	19	31	19	14	8	10	±3	5.0	±0.3	
E1 – E4	99	±1	29	40	19	9	1	2	±5	2.4	±0.4	
E5 – E9	100	±1	12	25	19	17	12	15	±3	6.7	±0.4	
Officers	100	±1	19	30	22	13	8	8	±4	4.6	±0.3	

Note. Percent responding are Reserve component members who answered the question.



2007 Workplace and Equal Opportunity Survey of Reserve Component Members

39. Continued	Percent Responding		Percentages						Max ME	Average Years in Present Unit		
			1	2	3	4	5	6				
HISPANIC	100	±1	20	33	20	13	6	8	±3	4.5	±0.4	
ARNG	100	±1	24	34	16	11	5	10	±6	4.5	±0.7	
USAR	100	±1	21	36	20	15	5	3	±6	3.4	±0.4	
USNR	100	±1	22	33	21	11	10	2	±8	3.4	±0.6	
USMCR	100	±1	16	33	38	9	2	1	±9	3.0	±0.4	
ANG	100	±0	5	22	14	25	12	22	±10	8.8	±0.9	
USAFR	100	±1	9	25	23	16	8	19	±9	7.0	±1.4	
Enlisted	100	±1	20	33	19	13	6	8	±4	4.5	±0.4	
E1 – E4	99	±1	29	41	19	7	3	2	±6	2.4	±0.4	
E5 – E9	100	±1	13	26	20	19	9	13	±5	6.2	±0.6	
Officers	100	±1	17	31	22	16	6	7	±5	4.7	±0.4	
AIAN	100	±1	25	37	12	10	3	12	±11	4.8	±1.8	
ARNG	100	±1	23	44	13	8	2	NR	±16	3.7	±1.8	
USAR	100	±1	NR	NR	11	6	1	2	±13	2.0	±0.9	
USNR	100	±0	NR	NR	16	4	3	0	±11	1.9	±0.7	
ANG	100	±0	3	6	8	NR	5	NR	±8	NR		
USAFR	100	±0	NR	17	18	NR	10	9	±10	5.6	±1.8	
Enlisted	100	±1	25	38	12	10	3	12	±12	4.8	±2.0	
Officers	100	±0	26	30	16	9	6	NR	±16	5.0	±2.7	
ASIAN	100	±1	20	32	24	12	6	6	±5	4.1	±0.4	
ARNG	100	±1	25	35	21	12	3	4	±11	3.3	±0.7	
USAR	99	±2	23	32	24	14	3	3	±10	3.3	±0.5	
USNR	100	±1	21	38	23	9	8	1	±14	3.2	±0.8	
USMCR	100	±0	17	37	37	6	3	1	±15	2.8	±0.5	
ANG	99	±1	6	19	21	17	15	22	±5	8.9	±0.6	
USAFR	100	±0	7	26	29	11	15	NR	±17	6.1	±2.0	
Enlisted	100	±1	20	33	24	12	6	6	±6	4.1	±0.5	
Officers	99	±3	18	31	27	12	6	5	±5	4.0	±0.5	
NHPI	100	±1	20	27	16	23	8	7	±12	5.1	±1.0	
ARNG	100	±1	NR	NR	13	NR	3	1	±17	3.2	±1.6	
USAR	99	±1	18	26	19	21	9	6	±7	5.0	±0.7	
USNR	100	±0	NR	NR	NR	11	NR	3	±16	2.6	±1.4	
ANG	100	±0	2	12	13	NR	17	22	±18	9.7	±2.0	
USAFR	100	±0	10	20	24	19	11	16	±10	6.8	±1.5	
Enlisted	100	±1	20	27	16	23	8	6	±14	4.9	±0.9	
Officers	100	±0	19	27	13	17	7	NR	±18	6.5	±3.7	
TWO OR MORE RACES	100	±1	21	31	20	12	8	8	±9	4.5	±1.0	
ARNG	100	±0	28	28	23	13	NR	0	±16	3.3	±1.2	
USAR	100	±0	NR	NR	17	5	3	1	±16	1.9	±0.7	
USNR	99	±2	18	38	15	NR	1	1	±13	3.6	±1.4	
USMCR	98	±5	10	NR	11	1	2	4	±15	2.5	±1.0	
ANG	100	±0	7	15	NR	11	NR	NR	±8	8.8	±2.6	
USAFR	100	±1	6	27	14	NR	NR	NR	±17	8.1	±3.0	
Enlisted	100	±1	21	32	20	11	9	8	±10	4.5	±1.1	
Officers	100	±0	24	26	18	19	6	NR	±11	4.4	±1.5	
USCGR	99	±1	11	31	31	11	7	8	±4	4.8	±0.4	
White	100	±1	11	31	33	11	7	7	±5	4.6	±0.4	
Black	95	±6	11	20	25	16	10	19	±15	7.5	±2.2	
Hispanic	100	±0	13	35	26	9	7	11	±11	5.2	±1.3	
Other Race/Ethnicity	100	±0	11	35	26	13	8	7	±10	5.0	±1.4	
Enlisted	99	±1	9	29	32	12	8	9	±5	5.3	±0.4	
E1 – E4	100	±0	9	40	42	8	1	0	±8	2.8	±0.4	
E5 – E9	99	±1	9	20	25	16	13	17	±5	7.2	±0.7	
Officers	100	±0	21	40	27	6	4	2	±7	2.9	±0.5	

NR: Not reportable

**40. How much do you agree or disagree with the following statements about your immediate supervisor at your military job?**

**a. You trust your supervisor.**

1. Strongly disagree  
4. Agree

2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	100	±1	4	6	15	41	34	±2	3.9	±0.1	
ARNG	100	±1	5	7	15	39	34	±3	3.9	±0.1	
USAR	100	±1	5	7	16	43	29	±3	3.8	±0.1	
USNR	99	±1	3	3	15	40	40	±4	4.1	±0.1	
USMCR	100	±1	3	5	15	44	33	±5	4.0	±0.1	
ANG	100	±1	3	5	11	43	38	±4	4.1	±0.1	
USAFR	100	±1	3	5	11	42	38	±4	4.1	±0.1	
Enlisted	100	±1	5	6	15	41	33	±2	3.9	±0.1	
E1 – E4	99	±1	5	6	16	39	34	±3	3.9	±0.1	
E5 – E9	100	±1	4	7	14	43	32	±2	3.9	±0.1	
Officers	100	±1	3	5	12	42	39	±2	4.1	±0.1	
O1 – O3	100	±1	3	6	15	43	33	±3	4.0	±0.1	
O4 – O6	100	±1	3	4	10	40	44	±3	4.2	±0.1	
Male	100	±1	4	6	14	42	35	±2	4.0	±0.1	
Female	100	±1	6	8	19	39	28	±3	3.7	±0.1	
AGR/FTS/AR	100	±1	7	7	13	43	30	±4	3.8	±0.1	
Other Selected Reserve	100	±1	4	6	15	41	34	±2	4.0	±0.1	
Reserve Unit	100	±1	4	6	15	41	34	±2	3.9	±0.1	
Military Technician	99	±1	3	6	13	40	37	±5	4.0	±0.1	
IMA	100	±1	2	3	12	43	41	±6	4.2	±0.1	
Not Activated Past 12 Months	100	±1	4	6	15	42	35	±2	4.0	±0.1	
Activated Past 12 Months	100	±1	5	7	14	41	32	±4	3.9	±0.1	
Not Deployed Past 12 Months	100	±1	3	5	15	41	35	±2	4.0	±0.1	
Deployed Past 12 Months	100	±1	7	8	14	41	30	±3	3.8	±0.1	
Deployed OIF/OEF	100	±1	7	8	14	41	29	±4	3.8	±0.1	
WHITE	100	±1	4	6	13	41	36	±2	4.0	±0.1	
ARNG	100	±1	5	7	14	39	35	±3	3.9	±0.1	
USAR	100	±1	3	8	14	43	32	±5	3.9	±0.1	
USNR	99	±2	2	2	14	39	44	±5	4.2	±0.1	
USMCR	100	±1	3	6	14	46	31	±6	4.0	±0.2	
ANG	100	±1	3	4	11	44	38	±5	4.1	±0.1	
USAFR	100	±1	2	4	9	42	42	±6	4.2	±0.1	
Enlisted	100	±1	4	6	14	41	35	±3	4.0	±0.1	
E1 – E4	100	±1	4	6	15	39	36	±4	4.0	±0.1	
E5 – E9	100	±1	4	7	12	43	34	±3	4.0	±0.1	
Officers	100	±1	3	4	11	42	41	±3	4.1	±0.1	
BLACK	99	±1	6	6	18	43	26	±3	3.8	±0.1	
ARNG	99	±2	7	6	17	42	28	±5	3.8	±0.1	
USAR	100	±1	7	6	20	45	22	±4	3.7	±0.1	
USNR	99	±1	4	5	19	44	28	±4	3.9	±0.1	
USMCR	100	±0	3	4	17	40	36	±9	4.0	±0.2	
ANG	100	±1	5	8	16	42	29	±4	3.8	±0.1	
USAFR	100	±1	5	8	20	39	28	±3	3.8	±0.1	
Enlisted	99	±1	6	6	18	43	26	±3	3.8	±0.1	
E1 – E4	99	±1	7	5	16	44	28	±5	3.8	±0.1	
E5 – E9	100	±1	6	7	20	42	25	±3	3.7	±0.1	
Officers	100	±1	5	7	18	43	27	±3	3.8	±0.1	

Note. Percent responding are Reserve component members who answered the question.

2007 Workplace and Equal Opportunity Survey of Reserve Component Members

40a. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
HISPANIC	100	±1	5	7	18	39	31	±3	3.8	±0.1	
ARNG	100	±1	6	9	20	36	28	±6	3.7	±0.2	
USAR	100	±1	6	6	20	41	28	±6	3.8	±0.2	
USNR	98	±3	4	3	16	38	40	±8	4.1	±0.2	
USMCR	100	±0	4	4	19	35	39	±9	4.0	±0.2	
ANG	100	±1	4	7	10	44	36	±8	4.0	±0.2	
USAFR	100	±1	3	7	15	44	31	±9	4.0	±0.2	
Enlisted	100	±1	6	7	19	38	30	±4	3.8	±0.1	
E1 – E4	99	±1	6	5	22	35	32	±5	3.8	±0.2	
E5 – E9	100	±1	6	8	16	41	29	±5	3.8	±0.1	
Officers	100	±1	3	5	14	41	37	±5	4.0	±0.1	
AIAN	100	±1	8	9	10	36	37	±11	3.8	±0.3	
ARNG	100	±1	2	NR	13	35	39	±16	4.0	±0.4	
USAR	100	±1	NR	NR	7	NR	13	±10	3.3	±0.7	
USNR	100	±0	3	4	12	NR	NR	±11	4.1	±0.4	
ANG	100	±0	NR	3	4	15	NR	±13	NR		
USAFR	100	±0	3	7	9	27	54	±16	4.2	±0.3	
Enlisted	100	±1	8	10	10	36	36	±12	3.8	±0.4	
Officers	100	±1	8	5	14	32	42	±15	4.0	±0.4	
ASIAN	100	±1	4	5	15	47	29	±5	3.9	±0.1	
ARNG	100	±1	6	6	10	46	31	±12	3.9	±0.3	
USAR	100	±1	4	5	25	47	20	±9	3.7	±0.2	
USNR	100	±0	2	3	15	40	40	±10	4.2	±0.2	
USMCR	100	±0	2	NR	8	56	25	±13	3.9	±0.3	
ANG	100	±1	3	4	13	42	38	±5	4.1	±0.1	
USAFR	100	±1	NR	4	8	53	28	±13	3.9	±0.4	
Enlisted	100	±1	5	5	14	48	28	±6	3.9	±0.2	
Officers	100	±1	4	6	15	41	34	±5	4.0	±0.2	
NHPI	100	±1	3	4	16	45	32	±11	4.0	±0.2	
ARNG	100	±0	4	1	NR	NR	NR	±5	3.9	±0.4	
USAR	100	±1	2	7	16	47	28	±7	3.9	±0.2	
USNR	98	±3	NR	5	4	NR	NR	±12	4.1	±0.2	
ANG	100	±0	4	5	10	NR	NR	±8	4.2	±0.4	
USAFR	100	±1	2	6	15	43	34	±11	4.0	±0.2	
Enlisted	100	±1	3	4	17	44	32	±12	4.0	±0.2	
Officers	100	±0	2	3	12	59	24	±16	4.0	±0.2	
TWO OR MORE RACES	100	±1	3	5	18	40	33	±9	3.9	±0.2	
ARNG	100	±0	3	6	23	38	30	±16	3.9	±0.3	
USAR	100	±0	4	NR	NR	NR	NR	±6	3.8	±0.4	
USNR	100	±0	3	4	17	NR	33	±14	4.0	±0.2	
USMCR	100	±0	1	1	8	NR	NR	±13	4.5	±0.4	
ANG	100	±1	3	4	8	35	NR	±18	4.2	±0.3	
USAFR	100	±1	6	5	NR	NR	NR	±8	3.9	±0.3	
Enlisted	100	±1	2	6	19	41	32	±10	4.0	±0.2	
Officers	100	±0	11	4	14	36	36	±12	3.8	±0.3	
USCGR	100	±0	3	4	11	45	37	±4	4.1	±0.1	
White	100	±0	3	4	10	45	37	±5	4.1	±0.1	
Black	100	±0	NR	NR	23	49	27	±15	4.0	±0.3	
Hispanic	100	±0	4	5	9	41	42	±11	4.1	±0.3	
Other Race/Ethnicity	100	±0	4	7	15	38	36	±9	4.0	±0.2	
Enlisted	100	±0	4	5	11	46	35	±5	4.0	±0.1	
E1 – E4	100	±0	5	6	11	45	34	±8	4.0	±0.2	
E5 – E9	100	±0	3	4	12	46	35	±5	4.1	±0.1	
Officers	100	±0	1	3	10	40	46	±7	4.3	±0.1	

NR: Not reportable

**40. How much do you agree or disagree with the following statements about your immediate supervisor at your military job?**

**b. Your supervisor ensures that all assigned personnel are treated fairly.**

1. Strongly disagree  
4. Agree

2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	100	±1	5	7	17	39	33	±2	3.9	±0.1	
ARNG	100	±1	6	7	17	38	32	±3	3.8	±0.1	
USAR	99	±1	4	7	19	41	28	±3	3.8	±0.1	
USNR	99	±1	2	4	14	41	38	±4	4.1	±0.1	
USMCR	100	±1	3	8	16	41	33	±5	3.9	±0.1	
ANG	100	±1	3	7	16	39	35	±4	4.0	±0.1	
USAFR	99	±1	3	6	13	40	38	±4	4.0	±0.1	
Enlisted	100	±1	5	7	17	39	32	±2	3.9	±0.1	
E1 – E4	99	±1	5	7	18	37	33	±3	3.9	±0.1	
E5 – E9	100	±1	5	7	16	40	31	±2	3.9	±0.1	
Officers	99	±1	3	5	14	41	37	±2	4.0	±0.1	
O1 – O3	100	±1	4	5	18	40	33	±3	3.9	±0.1	
O4 – O6	99	±1	3	5	10	41	41	±3	4.1	±0.1	
Male	100	±1	4	6	16	40	33	±2	3.9	±0.1	
Female	99	±1	7	9	20	35	29	±3	3.7	±0.1	
AGR/FTS/AR	100	±1	8	9	16	41	27	±4	3.7	±0.1	
Other Selected Reserve	100	±1	4	7	17	39	33	±2	3.9	±0.1	
Reserve Unit	100	±1	4	7	17	39	33	±2	3.9	±0.1	
Military Technician	100	±1	5	7	15	39	35	±5	3.9	±0.2	
IMA	100	±1	1	3	14	41	40	±6	4.2	±0.1	
Not Activated Past 12 Months	100	±1	4	6	17	40	33	±2	3.9	±0.1	
Activated Past 12 Months	100	±1	5	9	17	38	31	±4	3.8	±0.1	
Not Deployed Past 12 Months	100	±1	4	6	17	40	34	±2	3.9	±0.1	
Deployed Past 12 Months	99	±1	7	9	18	38	29	±3	3.7	±0.1	
Deployed OIF/OEF	100	±1	7	10	18	37	28	±4	3.7	±0.1	
WHITE	99	±1	4	7	16	39	34	±2	3.9	±0.1	
ARNG	99	±1	6	6	17	37	33	±3	3.9	±0.1	
USAR	99	±1	3	8	17	41	31	±5	3.9	±0.1	
USNR	99	±2	2	4	12	41	40	±5	4.1	±0.1	
USMCR	100	±1	2	8	16	44	29	±6	3.9	±0.2	
ANG	100	±1	3	7	16	39	35	±5	4.0	±0.1	
USAFR	99	±1	3	5	12	39	42	±6	4.1	±0.2	
Enlisted	99	±1	4	7	17	39	33	±3	3.9	±0.1	
E1 – E4	99	±1	4	7	18	37	34	±4	3.9	±0.1	
E5 – E9	100	±1	5	7	16	40	33	±3	3.9	±0.1	
Officers	99	±1	3	5	13	42	38	±3	4.1	±0.1	
BLACK	99	±1	6	8	19	41	26	±3	3.7	±0.1	
ARNG	99	±1	7	8	17	41	27	±4	3.7	±0.1	
USAR	99	±1	6	7	21	42	24	±4	3.7	±0.1	
USNR	99	±1	4	5	17	44	29	±4	3.9	±0.1	
USMCR	98	±2	2	5	18	37	38	±9	4.0	±0.2	
ANG	99	±1	5	9	18	40	28	±4	3.8	±0.1	
USAFR	99	±1	6	9	18	39	28	±3	3.8	±0.1	
Enlisted	99	±1	6	7	19	41	26	±3	3.7	±0.1	
E1 – E4	99	±1	7	7	19	39	28	±5	3.8	±0.1	
E5 – E9	99	±1	6	8	18	43	25	±3	3.7	±0.1	
Officers	99	±1	4	8	19	41	27	±3	3.8	±0.1	

Note. Percent responding are Reserve component members who answered the question.

2007 Workplace and Equal Opportunity Survey of Reserve Component Members

40b. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
HISPANIC	100	±1	6	8	18	37	31	±3	3.8	±0.1	
ARNG	100	±1	7	13	18	33	29	±6	3.6	±0.2	
USAR	100	±1	5	5	21	39	30	±6	3.8	±0.2	
USNR	100	±1	3	4	13	43	38	±8	4.1	±0.2	
USMCR	100	±1	6	7	16	30	42	±8	3.9	±0.2	
ANG	100	±0	5	6	15	40	34	±8	3.9	±0.2	
USAFR	100	±1	4	5	17	46	28	±9	3.9	±0.2	
Enlisted	100	±1	6	8	18	37	31	±4	3.8	±0.1	
E1 – E4	100	±0	6	7	19	35	33	±6	3.8	±0.2	
E5 – E9	100	±1	6	10	17	39	29	±4	3.8	±0.1	
Officers	100	±1	3	4	17	40	36	±5	4.0	±0.1	
AIAN	100	±1	7	7	13	37	36	±11	3.9	±0.3	
ARNG	100	±1	2	7	13	36	43	±16	4.1	±0.3	
USAR	100	±1	NR	3	NR	NR	13	±10	3.4	±0.7	
USNR	100	±0	2	NR	NR	NR	25	±17	3.5	±0.6	
ANG	100	±0	NR	4	5	NR	NR	±6	NR		
USAFR	100	±0	3	8	11	26	NR	±12	4.2	±0.4	
Enlisted	100	±1	8	7	12	38	35	±12	3.9	±0.3	
Officers	100	±0	7	6	21	23	43	±16	3.9	±0.4	
ASIAN	100	±1	5	6	18	45	27	±5	3.8	±0.1	
ARNG	100	±1	7	6	14	48	25	±11	3.8	±0.3	
USAR	100	±1	4	6	29	42	19	±10	3.7	±0.2	
USNR	100	±1	2	3	18	40	37	±11	4.1	±0.2	
USMCR	100	±0	1	NR	9	53	25	±13	3.9	±0.3	
ANG	99	±1	3	6	15	41	35	±5	4.0	±0.1	
USAFR	100	±0	NR	3	16	45	28	±15	3.8	±0.4	
Enlisted	100	±1	5	5	19	46	25	±6	3.8	±0.2	
Officers	100	±1	5	6	17	39	33	±5	3.9	±0.2	
NHPI	100	±1	3	4	16	47	30	±11	4.0	±0.2	
ARNG	100	±0	3	1	NR	NR	NR	±5	3.9	±0.4	
USAR	100	±1	3	7	17	47	26	±7	3.9	±0.2	
USNR	100	±0	NR	3	6	NR	NR	±11	4.0	±0.2	
ANG	99	±2	4	4	10	NR	NR	±9	4.2	±0.4	
USAFR	100	±0	4	5	17	39	36	±11	4.0	±0.3	
Enlisted	100	±1	4	4	16	46	31	±12	4.0	±0.2	
Officers	100	±0	2	6	14	NR	24	±16	3.9	±0.2	
TWO OR MORE RACES	100	±1	6	5	18	38	33	±9	3.9	±0.2	
ARNG	100	±0	6	7	18	38	31	±16	3.8	±0.4	
USAR	100	±1	NR	4	NR	NR	NR	±6	3.7	±0.5	
USNR	99	±2	4	2	NR	30	31	±14	3.8	±0.3	
USMCR	100	±0	1	NR	NR	NR	NR	±5	4.5	±0.4	
ANG	100	±1	4	4	20	26	NR	±17	4.1	±0.4	
USAFR	100	±0	7	4	10	NR	NR	±8	3.9	±0.3	
Enlisted	100	±1	5	5	17	40	33	±10	3.9	±0.3	
Officers	100	±0	11	5	24	29	31	±12	3.6	±0.3	
USCGR	99	±1	3	5	13	44	35	±4	4.0	±0.1	
White	99	±1	2	6	12	44	36	±5	4.1	±0.1	
Black	98	±5	NR	NR	27	39	34	±15	4.1	±0.3	
Hispanic	98	±3	6	3	12	46	34	±11	4.0	±0.3	
Other Race/Ethnicity	100	±0	5	7	16	40	32	±9	3.9	±0.2	
Enlisted	99	±1	3	6	13	45	33	±5	4.0	±0.1	
E1 – E4	98	±2	4	8	12	44	32	±8	3.9	±0.2	
E5 – E9	100	±1	2	5	14	46	34	±5	4.0	±0.1	
Officers	99	±2	1	2	12	38	47	±7	4.3	±0.2	

NR: Not reportable

**40. How much do you agree or disagree with the following statements about your immediate supervisor at your military job?**

**c. There is very little conflict between your supervisor and the people who report to him/her.**

1. Strongly disagree  
4. Agree

2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	100	±1	4	9	19	40	28	±2	3.8	±0.1	
ARNG	99	±1	5	9	19	39	28	±3	3.8	±0.1	
USAR	100	±1	4	11	21	40	25	±3	3.7	±0.1	
USNR	99	±1	3	6	16	43	32	±4	4.0	±0.1	
USMCR	100	±1	3	6	19	42	31	±5	3.9	±0.1	
ANG	100	±1	3	10	17	40	30	±4	3.8	±0.1	
USAFR	100	±1	3	8	14	42	32	±4	3.9	±0.1	
Enlisted	100	±1	4	9	19	40	28	±2	3.8	±0.1	
E1 – E4	100	±1	5	8	20	38	30	±3	3.8	±0.1	
E5 – E9	100	±1	4	10	19	41	26	±2	3.8	±0.1	
Officers	100	±1	3	7	16	42	31	±2	3.9	±0.1	
O1 – O3	100	±1	4	8	19	42	28	±3	3.8	±0.1	
O4 – O6	99	±1	3	7	13	42	35	±3	4.0	±0.1	
Male	100	±1	4	9	18	41	29	±2	3.8	±0.1	
Female	100	±1	6	10	21	38	25	±3	3.6	±0.1	
AGR/FTS/AR	100	±1	5	13	19	40	23	±4	3.6	±0.1	
Other Selected Reserve	100	±1	4	9	19	40	29	±2	3.8	±0.1	
Reserve Unit	100	±1	4	9	19	40	29	±2	3.8	±0.1	
Military Technician	99	±1	3	8	19	39	30	±5	3.8	±0.1	
IMA	100	±1	2	4	15	43	36	±6	4.1	±0.1	
Not Activated Past 12 Months	100	±1	3	9	18	41	29	±2	3.8	±0.1	
Activated Past 12 Months	100	±1	6	9	20	40	26	±4	3.7	±0.1	
Not Deployed Past 12 Months	100	±1	3	8	18	41	29	±2	3.9	±0.1	
Deployed Past 12 Months	99	±1	7	11	20	37	25	±3	3.6	±0.1	
Deployed OIF/OEF	99	±1	7	12	21	36	24	±4	3.6	±0.1	
WHITE	100	±1	3	9	18	40	30	±2	3.8	±0.1	
ARNG	99	±1	5	8	19	40	29	±3	3.8	±0.1	
USAR	100	±1	3	13	19	39	27	±5	3.8	±0.1	
USNR	99	±2	3	5	14	43	35	±5	4.0	±0.1	
USMCR	100	±1	2	6	20	44	28	±6	3.9	±0.2	
ANG	100	±1	3	10	18	40	30	±5	3.8	±0.1	
USAFR	100	±1	3	8	12	42	35	±6	4.0	±0.2	
Enlisted	100	±1	4	9	18	40	29	±3	3.8	±0.1	
E1 – E4	100	±1	4	8	19	38	31	±4	3.8	±0.1	
E5 – E9	100	±1	3	10	18	41	27	±3	3.8	±0.1	
Officers	100	±1	3	7	15	43	33	±3	4.0	±0.1	
BLACK	99	±1	6	8	21	42	23	±3	3.7	±0.1	
ARNG	99	±1	6	8	20	43	23	±5	3.7	±0.1	
USAR	100	±1	6	8	22	43	21	±4	3.6	±0.1	
USNR	100	±1	3	8	20	45	24	±4	3.8	±0.1	
USMCR	99	±2	5	5	16	41	34	±9	4.0	±0.2	
ANG	99	±1	4	9	18	43	26	±4	3.8	±0.1	
USAFR	100	±1	5	10	20	39	26	±3	3.7	±0.1	
Enlisted	99	±1	6	8	20	42	23	±3	3.7	±0.1	
E1 – E4	99	±1	7	6	20	42	25	±5	3.7	±0.1	
E5 – E9	100	±1	5	9	21	43	22	±3	3.7	±0.1	
Officers	100	±1	3	9	23	42	23	±3	3.7	±0.1	

Note. Percent responding are Reserve component members who answered the question.

2007 Workplace and Equal Opportunity Survey of Reserve Component Members

40c. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
HISPANIC	100	±1	5	10	21	36	28	±3	3.7	±0.1	
ARNG	100	±1	7	14	21	31	27	±6	3.6	±0.2	
USAR	100	±1	6	10	24	35	25	±6	3.6	±0.2	
USNR	100	±0	2	7	14	46	31	±8	4.0	±0.2	
USMCR	100	±1	4	6	19	33	38	±8	4.0	±0.2	
ANG	100	±0	4	8	15	43	29	±8	3.8	±0.2	
USAFR	100	±1	3	7	21	46	24	±9	3.8	±0.2	
Enlisted	100	±1	5	11	21	36	27	±4	3.7	±0.1	
E1 – E4	100	±0	5	10	22	32	31	±6	3.7	±0.2	
E5 – E9	100	±1	6	11	20	40	24	±4	3.7	±0.1	
Officers	100	±1	4	9	19	39	31	±5	3.8	±0.1	
AIAN	100	±1	10	8	11	38	33	±11	3.8	±0.3	
ARNG	100	±1	NR	NR	10	36	41	±16	4.0	±0.4	
USAR	100	±0	NR	5	NR	NR	11	±9	3.3	±0.7	
USNR	100	±1	4	NR	NR	NR	26	±17	3.5	±0.6	
ANG	100	±1	NR	5	7	NR	NR	±7	NR		
USAFR	100	±0	1	13	9	30	NR	±13	4.1	±0.4	
Enlisted	100	±1	10	8	10	39	33	±12	3.8	±0.4	
Officers	100	±1	7	8	21	28	36	±16	3.8	±0.4	
ASIAN	100	±1	4	9	22	42	23	±5	3.7	±0.1	
ARNG	100	±1	5	11	20	42	23	±12	3.7	±0.3	
USAR	100	±1	4	7	31	42	17	±10	3.6	±0.2	
USNR	100	±1	2	8	22	38	30	±10	3.9	±0.2	
USMCR	100	±1	3	NR	13	53	19	±13	3.7	±0.3	
ANG	99	±1	4	10	20	37	30	±5	3.8	±0.1	
USAFR	100	±1	2	NR	18	45	23	±15	3.8	±0.3	
Enlisted	100	±1	4	10	23	42	21	±6	3.7	±0.2	
Officers	100	±1	4	8	19	40	28	±5	3.8	±0.2	
NHPI	100	±1	3	8	17	45	28	±11	3.9	±0.2	
ARNG	100	±0	3	6	NR	NR	NR	±11	3.9	±0.4	
USAR	100	±1	4	12	22	40	22	±7	3.6	±0.2	
USNR	100	±0	NR	3	5	NR	NR	±11	4.1	±0.2	
ANG	100	±0	4	6	13	NR	NR	±10	4.1	±0.5	
USAFR	100	±0	2	9	19	40	29	±11	3.8	±0.2	
Enlisted	100	±1	3	8	17	43	29	±12	3.9	±0.2	
Officers	100	±0	3	6	14	NR	20	±16	3.8	±0.2	
TWO OR MORE RACES	100	±1	7	8	20	38	28	±9	3.7	±0.2	
ARNG	100	±0	6	9	24	36	25	±16	3.6	±0.4	
USAR	100	±1	NR	5	NR	NR	NR	±7	3.6	±0.5	
USNR	100	±0	7	4	NR	37	20	±14	3.6	±0.3	
USMCR	100	±0	1	NR	8	NR	NR	±13	4.4	±0.5	
ANG	100	±1	5	3	17	NR	NR	±13	4.0	±0.4	
USAFR	100	±0	6	NR	7	NR	NR	±8	3.8	±0.4	
Enlisted	100	±1	6	7	21	38	29	±10	3.8	±0.3	
Officers	100	±1	11	13	16	39	21	±11	3.5	±0.3	
USCGR	100	±0	3	7	15	43	32	±4	3.9	±0.1	
White	100	±0	3	8	15	42	32	±5	3.9	±0.1	
Black	100	±0	NR	NR	22	43	33	±15	4.1	±0.3	
Hispanic	100	±0	3	7	14	45	31	±11	3.9	±0.3	
Other Race/Ethnicity	100	±0	2	9	16	45	28	±9	3.9	±0.2	
Enlisted	100	±0	3	8	16	43	30	±5	3.9	±0.1	
E1 – E4	100	±0	4	8	15	43	30	±8	3.9	±0.2	
E5 – E9	100	±0	2	7	16	44	30	±5	3.9	±0.1	
Officers	100	±0	1	6	13	40	40	±7	4.1	±0.2	

NR: Not reportable

**40. How much do you agree or disagree with the following statements about your immediate supervisor at your military job?**

**d. Your supervisor evaluates your work performance fairly.**

1. Strongly disagree  
4. Agree

2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	99	±1	4	5	18	41	32	±2	3.9	±0.1	
ARNG	99	±1	5	6	18	40	31	±3	3.9	±0.1	
USAR	100	±1	4	5	22	42	27	±3	3.8	±0.1	
USNR	99	±1	2	5	16	42	35	±4	4.0	±0.1	
USMCR	100	±1	3	6	18	41	32	±5	3.9	±0.1	
ANG	99	±1	2	4	15	44	35	±4	4.0	±0.1	
USAFR	100	±1	3	3	14	43	37	±4	4.1	±0.1	
Enlisted	99	±1	4	6	19	41	31	±2	3.9	±0.1	
E1 – E4	99	±1	5	5	21	38	31	±3	3.9	±0.1	
E5 – E9	100	±1	3	6	17	43	30	±3	3.9	±0.1	
Officers	99	±1	2	4	16	42	36	±2	4.1	±0.1	
O1 – O3	99	±2	2	4	20	42	32	±3	4.0	±0.1	
O4 – O6	100	±1	2	3	13	41	40	±3	4.1	±0.1	
Male	100	±1	3	5	17	42	32	±2	3.9	±0.1	
Female	99	±1	5	6	22	39	28	±3	3.8	±0.1	
AGR/FTS/AR	100	±1	5	9	16	42	29	±4	3.8	±0.1	
Other Selected Reserve	99	±1	4	5	18	41	32	±2	3.9	±0.1	
Reserve Unit	99	±1	4	5	19	41	32	±2	3.9	±0.1	
Military Technician	100	±1	3	3	15	43	35	±5	4.0	±0.1	
IMA	100	±1	1	2	15	42	41	±6	4.2	±0.1	
Not Activated Past 12 Months	100	±1	3	5	18	42	32	±2	4.0	±0.1	
Activated Past 12 Months	100	±1	4	7	21	38	30	±4	3.8	±0.1	
Not Deployed Past 12 Months	100	±1	3	5	18	42	33	±2	4.0	±0.1	
Deployed Past 12 Months	99	±1	6	7	19	40	28	±3	3.8	±0.1	
Deployed OIF/OEF	99	±1	6	8	19	40	27	±4	3.7	±0.1	
WHITE	99	±1	3	5	18	41	33	±2	4.0	±0.1	
ARNG	99	±1	4	6	18	39	32	±3	3.9	±0.1	
USAR	100	±1	2	5	23	40	29	±5	3.9	±0.1	
USNR	99	±2	1	4	15	43	37	±5	4.1	±0.1	
USMCR	100	±1	3	6	17	43	30	±6	3.9	±0.2	
ANG	99	±1	2	4	14	45	35	±5	4.1	±0.1	
USAFR	100	±1	3	2	11	44	41	±6	4.2	±0.1	
Enlisted	99	±1	3	5	18	41	32	±3	3.9	±0.1	
E1 – E4	99	±1	4	5	21	38	33	±4	3.9	±0.1	
E5 – E9	99	±1	3	6	16	43	32	±3	4.0	±0.1	
Officers	99	±1	2	3	15	42	37	±3	4.1	±0.1	
BLACK	99	±1	5	6	18	45	26	±3	3.8	±0.1	
ARNG	99	±1	5	7	16	44	27	±5	3.8	±0.1	
USAR	99	±1	6	4	19	47	23	±4	3.8	±0.1	
USNR	100	±1	4	6	21	43	26	±4	3.8	±0.1	
USMCR	99	±2	4	2	19	39	35	±9	4.0	±0.2	
ANG	99	±1	4	6	17	45	28	±4	3.9	±0.1	
USAFR	100	±1	4	6	20	42	28	±3	3.8	±0.1	
Enlisted	99	±1	6	6	18	45	26	±3	3.8	±0.1	
E1 – E4	99	±1	7	5	17	44	27	±5	3.8	±0.1	
E5 – E9	99	±1	5	6	19	45	25	±3	3.8	±0.1	
Officers	100	±1	3	5	22	45	26	±3	3.9	±0.1	

Note. Percent responding are Reserve component members who answered the question.



2007 Workplace and Equal Opportunity Survey of Reserve Component Members

40d. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
HISPANIC	100	±1	5	6	20	38	30	±3	3.8	±0.1	
ARNG	99	±1	7	8	22	33	29	±6	3.7	±0.2	
USAR	100	±1	5	5	21	39	30	±6	3.8	±0.2	
USNR	100	±1	3	6	16	42	34	±8	4.0	±0.2	
USMCR	100	±1	3	5	22	32	38	±9	4.0	±0.2	
ANG	100	±1	3	5	14	46	31	±8	4.0	±0.2	
USAFR	100	±1	2	5	20	45	28	±9	3.9	±0.2	
Enlisted	100	±1	5	7	21	37	30	±4	3.8	±0.1	
E1 – E4	99	±1	6	5	24	34	31	±6	3.8	±0.2	
E5 – E9	100	±1	5	8	18	40	29	±4	3.8	±0.1	
Officers	100	±1	3	4	16	42	35	±5	4.0	±0.1	
AIAN	100	±1	6	4	15	41	33	±11	3.9	±0.3	
ARNG	100	±1	2	NR	15	36	41	±16	4.1	±0.3	
USAR	100	±0	NR	1	NR	NR	12	±10	NR		
USNR	100	±1	2	5	NR	NR	25	±17	3.9	±0.3	
ANG	100	±0	NR	3	7	NR	NR	±7	NR		
USAFR	100	±0	2	7	9	33	NR	±14	4.2	±0.3	
Enlisted	100	±1	6	5	15	41	33	±12	3.9	±0.3	
Officers	100	±0	7	3	19	35	35	±16	3.9	±0.3	
ASIAN	100	±1	4	7	20	44	26	±5	3.8	±0.1	
ARNG	99	±1	7	5	14	49	25	±12	3.8	±0.3	
USAR	100	±1	3	4	34	40	19	±10	3.7	±0.2	
USNR	100	±1	1	10	15	39	35	±12	4.0	±0.3	
USMCR	100	±0	2	NR	20	47	20	±14	3.7	±0.3	
ANG	100	±1	2	4	17	44	32	±5	4.0	±0.1	
USAFR	100	±1	2	NR	10	39	33	±13	3.9	±0.4	
Enlisted	100	±1	4	7	20	44	25	±6	3.8	±0.2	
Officers	100	±1	3	7	19	40	32	±5	3.9	±0.2	
NHPI	100	±1	3	4	18	45	30	±11	4.0	±0.2	
ARNG	100	±0	3	NR	NR	NR	NR	±4	3.9	±0.4	
USAR	100	±0	2	6	17	46	29	±7	3.9	±0.2	
USNR	100	±0	NR	NR	NR	NR	NR		4.0	±0.2	
ANG	100	±1	3	4	12	NR	NR	±9	4.2	±0.4	
USAFR	100	±0	2	3	21	39	35	±11	4.0	±0.2	
Enlisted	100	±1	3	4	19	43	31	±12	4.0	±0.2	
Officers	100	±0	1	5	12	59	22	±16	4.0	±0.2	
TWO OR MORE RACES	100	±1	5	3	24	37	32	±9	3.9	±0.2	
ARNG	100	±0	NR	4	19	48	25	±15	3.9	±0.3	
USAR	98	±3	NR	3	NR	21	NR	±16	3.8	±0.6	
USNR	100	±0	3	3	NR	37	22	±14	3.7	±0.3	
USMCR	100	±0	1	NR	10	NR	NR	±14	4.4	±0.5	
ANG	100	±1	2	2	20	30	NR	±17	4.2	±0.3	
USAFR	100	±0	5	2	NR	NR	NR	±8	3.8	±0.4	
Enlisted	100	±1	5	2	23	37	33	±10	3.9	±0.2	
Officers	98	±5	5	7	28	36	24	±12	3.7	±0.3	
USCGR	100	±1	2	5	18	42	34	±4	4.0	±0.1	
White	100	±1	2	5	17	42	35	±5	4.0	±0.1	
Black	98	±5	NR	7	21	41	30	±15	3.9	±0.3	
Hispanic	100	±0	2	3	24	38	34	±11	4.0	±0.2	
Other Race/Ethnicity	100	±0	4	3	20	44	29	±9	3.9	±0.2	
Enlisted	100	±1	2	5	17	43	33	±5	4.0	±0.1	
E1 – E4	100	±0	2	7	18	42	32	±8	3.9	±0.2	
E5 – E9	100	±1	2	4	17	44	33	±5	4.0	±0.1	
Officers	100	±0	1	2	20	35	41	±7	4.1	±0.2	

NR: Not reportable

**40. How much do you agree or disagree with the following statements about your immediate supervisor at your military job?**

**e. Your supervisor assigns work fairly in your work group.**

1. Strongly disagree  
4. Agree

2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	99	±1	4	6	19	41	31	±2	3.9	±0.1	
ARNG	99	±1	5	6	19	39	31	±3	3.9	±0.1	
USAR	100	±1	4	7	22	41	26	±3	3.8	±0.1	
USNR	99	±1	2	5	16	43	34	±4	4.0	±0.1	
USMCR	100	±1	3	7	16	45	30	±5	3.9	±0.1	
ANG	99	±1	3	6	17	40	34	±4	3.9	±0.1	
USAFR	100	±1	3	5	15	43	35	±4	4.0	±0.1	
Enlisted	99	±1	4	7	19	40	30	±2	3.9	±0.1	
E1 – E4	99	±1	5	6	19	39	31	±3	3.8	±0.1	
E5 – E9	100	±1	3	7	19	42	29	±2	3.9	±0.1	
Officers	100	±1	2	5	17	43	34	±2	4.0	±0.1	
O1 – O3	100	±1	3	5	20	43	29	±3	3.9	±0.1	
O4 – O6	100	±1	2	4	14	41	38	±3	4.1	±0.1	
Male	99	±1	3	6	18	41	31	±2	3.9	±0.1	
Female	100	±1	6	8	22	37	27	±3	3.7	±0.1	
AGR/FTS/AR	100	±1	4	8	19	42	27	±4	3.8	±0.1	
Other Selected Reserve	99	±1	4	6	18	41	31	±2	3.9	±0.1	
Reserve Unit	99	±1	4	6	19	41	31	±2	3.9	±0.1	
Military Technician	100	±1	4	5	17	41	32	±5	3.9	±0.1	
IMA	100	±1	1	2	14	42	41	±6	4.2	±0.1	
Not Activated Past 12 Months	100	±1	3	6	18	41	31	±2	3.9	±0.1	
Activated Past 12 Months	100	±1	4	7	21	39	29	±4	3.8	±0.1	
Not Deployed Past 12 Months	100	±1	3	6	18	41	32	±2	3.9	±0.1	
Deployed Past 12 Months	99	±1	6	8	19	39	28	±3	3.7	±0.1	
Deployed OIF/OEF	99	±1	6	8	20	39	27	±4	3.7	±0.1	
WHITE	100	±1	3	6	18	41	32	±2	3.9	±0.1	
ARNG	99	±1	4	6	18	40	32	±3	3.9	±0.1	
USAR	100	±1	3	8	20	41	27	±5	3.8	±0.1	
USNR	99	±1	2	5	15	41	37	±5	4.1	±0.1	
USMCR	100	±1	2	7	16	48	27	±6	3.9	±0.2	
ANG	100	±1	3	7	17	40	34	±5	4.0	±0.1	
USAFR	100	±1	3	4	13	43	38	±6	4.1	±0.1	
Enlisted	100	±1	4	7	18	40	31	±3	3.9	±0.1	
E1 – E4	99	±1	4	7	18	39	32	±4	3.9	±0.1	
E5 – E9	100	±1	3	7	18	42	31	±3	3.9	±0.1	
Officers	100	±1	2	4	16	43	35	±3	4.1	±0.1	
BLACK	99	±1	5	6	20	43	26	±3	3.8	±0.1	
ARNG	99	±1	5	6	18	43	27	±5	3.8	±0.1	
USAR	99	±1	6	5	22	45	23	±4	3.7	±0.1	
USNR	100	±1	3	5	21	46	25	±4	3.9	±0.1	
USMCR	98	±2	4	4	15	44	33	±9	4.0	±0.2	
ANG	99	±1	4	6	20	43	26	±4	3.8	±0.1	
USAFR	100	±1	4	7	21	40	28	±3	3.8	±0.1	
Enlisted	99	±1	5	6	20	43	26	±3	3.8	±0.1	
E1 – E4	99	±1	7	4	19	42	28	±5	3.8	±0.1	
E5 – E9	100	±1	4	6	20	44	24	±3	3.8	±0.1	
Officers	99	±1	3	5	22	44	25	±3	3.8	±0.1	

Note. Percent responding are Reserve component members who answered the question.

40e. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
HISPANIC	99	±1	5	7	20	37	31	±3	3.8	±0.1	
ARNG	100	±1	6	10	23	31	30	±6	3.7	±0.2	
USAR	100	±1	4	7	22	38	29	±6	3.8	±0.2	
USNR	99	±1	2	3	15	44	35	±8	4.1	±0.2	
USMCR	100	±1	5	4	18	33	39	±8	4.0	±0.2	
ANG	97	±6	4	7	15	43	31	±8	3.9	±0.2	
USAFR	100	±1	3	7	15	47	28	±9	3.9	±0.2	
Enlisted	99	±1	5	8	20	36	31	±4	3.8	±0.1	
E1 – E4	100	±1	6	5	23	35	32	±6	3.8	±0.2	
E5 – E9	99	±2	4	10	18	38	29	±4	3.8	±0.1	
Officers	99	±1	3	4	18	41	33	±5	4.0	±0.1	
AIAN	100	±1	7	5	12	40	36	±11	3.9	±0.3	
ARNG	100	±1	2	7	9	38	45	±16	4.2	±0.3	
USAR	99	±2	NR	4	NR	NR	12	±10	NR		
USNR	100	±0	2	2	NR	NR	24	±17	3.9	±0.3	
ANG	100	±0	NR	4	6	NR	NR	±7	NR		
USAFR	99	±2	1	8	10	32	NR	±13	4.2	±0.3	
Enlisted	100	±1	7	5	11	41	36	±12	3.9	±0.3	
Officers	99	±2	6	6	22	31	35	±15	3.8	±0.4	
ASIAN	99	±1	4	9	19	44	24	±5	3.7	±0.1	
ARNG	100	±1	7	6	15	48	23	±12	3.7	±0.3	
USAR	99	±1	4	6	30	42	18	±10	3.6	±0.2	
USNR	100	±1	2	9	13	44	32	±13	3.9	±0.3	
USMCR	100	±0	1	NR	13	46	21	±14	3.7	±0.4	
ANG	99	±1	3	6	18	42	31	±5	3.9	±0.1	
USAFR	99	±1	2	NR	17	35	25	±16	3.6	±0.4	
Enlisted	99	±1	4	9	19	45	23	±6	3.7	±0.2	
Officers	100	±1	4	10	19	39	29	±6	3.8	±0.2	
NHPI	100	±1	3	4	23	40	30	±13	3.9	±0.2	
ARNG	100	±0	4	NR	NR	NR	NR	±5	3.7	±0.4	
USAR	100	±1	3	5	21	44	27	±7	3.9	±0.2	
USNR	100	±0	NR	7	8	NR	NR	±14	4.0	±0.2	
ANG	100	±1	3	5	9	NR	NR	±7	4.2	±0.4	
USAFR	100	±0	2	4	21	40	33	±11	4.0	±0.2	
Enlisted	100	±1	3	5	24	38	31	±15	3.9	±0.2	
Officers	100	±0	1	3	16	57	22	±17	4.0	±0.2	
TWO OR MORE RACES	99	±3	5	6	23	39	28	±9	3.8	±0.2	
ARNG	100	±0	NR	6	22	43	24	±16	3.8	±0.4	
USAR	94	±11	NR	4	NR	22	NR	±14	3.5	±0.5	
USNR	100	±1	4	NR	21	37	20	±14	3.5	±0.5	
USMCR	100	±0	1	NR	6	NR	NR	±13	4.2	±0.4	
ANG	100	±1	2	3	20	30	NR	±17	4.1	±0.4	
USAFR	99	±2	4	4	11	NR	NR	±8	4.0	±0.3	
Enlisted	99	±3	5	6	23	38	29	±10	3.8	±0.3	
Officers	100	±1	7	7	24	40	23	±12	3.7	±0.3	
USCGR	100	±1	2	4	17	46	32	±4	4.0	±0.1	
White	100	±1	2	3	16	46	32	±5	4.0	±0.1	
Black	100	±0	NR	5	21	44	30	±15	4.0	±0.3	
Hispanic	100	±0	2	3	20	46	30	±11	4.0	±0.2	
Other Race/Ethnicity	100	±1	2	9	14	48	27	±9	3.9	±0.2	
Enlisted	100	±1	2	4	17	46	30	±5	4.0	±0.1	
E1 – E4	100	±1	3	7	16	44	30	±8	3.9	±0.2	
E5 – E9	100	±0	2	2	17	49	31	±5	4.0	±0.1	
Officers	100	±1	1	2	16	43	37	±7	4.1	±0.1	

NR: Not reportable

**40. How much do you agree or disagree with the following statements about your immediate supervisor at your military job?**

**f. You are satisfied with the direction/supervision you receive.**

1. Strongly disagree  
4. Agree

2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	100	±1	6	8	18	38	30	±2	3.8	±0.1	
ARNG	100	±1	8	8	18	36	30	±3	3.7	±0.1	
USAR	100	±1	6	9	21	39	26	±3	3.7	±0.1	
USNR	99	±1	4	6	16	42	33	±4	3.9	±0.1	
USMCR	100	±1	5	7	17	41	30	±5	3.8	±0.1	
ANG	99	±1	4	7	17	39	32	±4	3.9	±0.1	
USAFR	100	±1	5	6	14	41	34	±4	3.9	±0.1	
Enlisted	100	±1	6	8	19	38	30	±2	3.8	±0.1	
E1 – E4	100	±1	7	7	19	36	31	±3	3.8	±0.1	
E5 – E9	100	±1	6	8	18	39	29	±2	3.8	±0.1	
Officers	100	±1	4	7	15	40	34	±2	3.9	±0.1	
O1 – O3	100	±1	5	9	18	39	29	±3	3.8	±0.1	
O4 – O6	100	±1	4	7	12	39	38	±3	4.0	±0.1	
Male	100	±1	6	7	18	38	31	±2	3.8	±0.1	
Female	100	±1	8	10	20	36	26	±3	3.6	±0.1	
AGR/FTS/AR	100	±1	8	12	15	39	26	±4	3.6	±0.1	
Other Selected Reserve	100	±1	6	7	18	38	31	±2	3.8	±0.1	
Reserve Unit	100	±1	6	7	18	38	30	±2	3.8	±0.1	
Military Technician	100	±1	5	6	17	39	33	±5	3.9	±0.2	
IMA	100	±1	2	5	14	39	40	±6	4.1	±0.1	
Not Activated Past 12 Months	100	±1	6	7	18	39	30	±2	3.8	±0.1	
Activated Past 12 Months	100	±1	7	9	19	34	30	±4	3.7	±0.1	
Not Deployed Past 12 Months	100	±1	5	7	18	39	31	±2	3.8	±0.1	
Deployed Past 12 Months	100	±1	9	9	19	36	27	±3	3.6	±0.1	
Deployed OIF/OEF	100	±1	9	9	20	34	27	±4	3.6	±0.1	
WHITE	100	±1	6	7	18	38	31	±2	3.8	±0.1	
ARNG	100	±1	8	7	18	35	32	±3	3.8	±0.1	
USAR	100	±1	4	10	20	39	28	±5	3.8	±0.1	
USNR	99	±2	3	5	15	42	35	±5	4.0	±0.1	
USMCR	100	±1	4	8	17	43	27	±6	3.8	±0.2	
ANG	99	±1	4	7	17	39	32	±5	3.9	±0.1	
USAFR	100	±1	4	6	12	41	38	±6	4.0	±0.2	
Enlisted	100	±1	6	7	19	37	31	±3	3.8	±0.1	
E1 – E4	100	±1	6	7	19	36	32	±4	3.8	±0.1	
E5 – E9	100	±1	6	8	18	39	30	±3	3.8	±0.1	
Officers	100	±1	4	7	14	40	35	±3	4.0	±0.1	
BLACK	99	±1	7	8	20	40	25	±3	3.7	±0.1	
ARNG	99	±1	7	8	20	38	26	±4	3.7	±0.1	
USAR	99	±1	8	7	21	41	23	±4	3.6	±0.1	
USNR	99	±1	5	6	20	44	25	±4	3.8	±0.1	
USMCR	99	±2	4	6	18	39	33	±9	3.9	±0.2	
ANG	99	±1	6	9	17	41	26	±4	3.7	±0.1	
USAFR	100	±1	7	8	19	39	27	±3	3.7	±0.1	
Enlisted	99	±1	7	8	20	40	25	±3	3.7	±0.1	
E1 – E4	99	±1	8	7	19	39	26	±5	3.7	±0.2	
E5 – E9	99	±1	7	8	20	40	24	±3	3.7	±0.1	
Officers	99	±1	5	8	21	40	25	±3	3.7	±0.1	

Note. Percent responding are Reserve component members who answered the question.

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40f. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
HISPANIC	100	±1	7	9	19	34	30	±3	3.7	±0.1	
ARNG	100	±1	8	14	17	31	30	±6	3.6	±0.2	
USAR	100	±1	8	7	22	35	28	±6	3.7	±0.2	
USNR	100	±1	5	6	16	41	33	±8	3.9	±0.2	
USMCR	99	±1	6	6	20	29	39	±9	3.9	±0.2	
ANG	100	±1	6	6	17	38	33	±8	3.8	±0.2	
USAFR	100	±1	5	6	19	43	27	±9	3.8	±0.2	
Enlisted	100	±1	7	10	19	34	30	±4	3.7	±0.1	
E1 – E4	100	±1	8	9	18	33	33	±6	3.7	±0.2	
E5 – E9	100	±1	7	11	20	35	28	±4	3.7	±0.1	
Officers	100	±1	6	6	18	38	33	±5	3.8	±0.1	
AIAN	100	±1	11	10	10	39	30	±11	3.7	±0.3	
ARNG	99	±1	4	NR	11	34	36	±17	3.8	±0.4	
USAR	100	±1	NR	2	9	NR	11	±9	3.2	±0.8	
USNR	100	±0	5	6	NR	NR	24	±17	3.8	±0.3	
ANG	100	±0	NR	4	6	NR	NR	±6	NR		
USAFR	99	±1	6	6	11	28	NR	±13	4.1	±0.4	
Enlisted	100	±1	11	11	9	40	29	±12	3.7	±0.4	
Officers	98	±5	11	3	19	30	36	±16	3.8	±0.4	
ASIAN	100	±1	7	8	19	43	24	±5	3.7	±0.2	
ARNG	100	±1	8	7	17	44	24	±12	3.7	±0.3	
USAR	100	±1	4	9	31	38	18	±10	3.6	±0.2	
USNR	100	±1	7	5	16	44	29	±14	3.8	±0.3	
USMCR	100	±1	NR	6	12	52	22	±14	3.7	±0.4	
ANG	99	±1	5	8	17	39	31	±5	3.8	±0.1	
USAFR	100	±0	NR	NR	10	45	25	±14	3.7	±0.5	
Enlisted	100	±1	7	7	20	44	23	±6	3.7	±0.2	
Officers	100	±1	5	10	19	37	29	±5	3.8	±0.2	
NHPI	100	±1	5	10	17	39	30	±14	3.8	±0.3	
ARNG	100	±0	4	NR	NR	NR	NR	±5	3.6	±0.6	
USAR	99	±1	4	7	18	43	28	±7	3.8	±0.2	
USNR	100	±0	NR	5	8	NR	NR	±14	4.0	±0.3	
ANG	100	±0	6	5	10	NR	NR	±8	4.1	±0.4	
USAFR	100	±0	7	6	16	39	32	±11	3.8	±0.3	
Enlisted	100	±1	5	10	17	37	30	±15	3.8	±0.3	
Officers	100	±0	5	4	12	NR	24	±16	3.9	±0.3	
TWO OR MORE RACES	100	±1	8	6	16	39	30	±9	3.8	±0.2	
ARNG	100	±0	9	6	11	48	26	±15	3.8	±0.4	
USAR	100	±1	NR	4	NR	NR	NR	±6	3.5	±0.5	
USNR	100	±0	5	NR	21	29	28	±13	3.6	±0.5	
USMCR	100	±0	NR	NR	9	NR	NR	±13	4.3	±0.5	
ANG	100	±1	5	5	15	27	NR	±17	4.1	±0.4	
USAFR	100	±0	7	8	NR	NR	NR	±8	3.7	±0.4	
Enlisted	100	±1	7	6	16	41	30	±10	3.8	±0.3	
Officers	100	±0	12	11	16	32	29	±12	3.6	±0.3	
USCGR	100	±0	4	9	14	41	32	±4	3.9	±0.1	
White	100	±0	4	10	14	40	32	±5	3.9	±0.1	
Black	100	±0	NR	NR	18	44	34	±15	4.1	±0.3	
Hispanic	100	±0	4	12	14	42	28	±11	3.8	±0.3	
Other Race/Ethnicity	100	±0	5	9	11	42	33	±9	3.9	±0.2	
Enlisted	100	±0	4	9	14	42	31	±5	3.8	±0.1	
E1 – E4	100	±0	4	12	17	37	30	±8	3.8	±0.2	
E5 – E9	100	±0	5	7	12	45	31	±5	3.9	±0.2	
Officers	100	±0	2	9	12	36	40	±7	4.0	±0.2	

NR: Not reportable

40. Supervisor Satisfaction scale: Constructed from Q40a-f. Supervisor Satisfaction assesses the level of agreement that supervisors are trustworthy, equitable, and fair in evaluations and delegating assignments.

	Percent Responding		Mean	Max ME	Supervisor Satisfaction
TOTAL DOD	100	±1	3.9	±0.1	
ARNG	100	±1	3.8	±0.1	
USAR	100	±1	3.8	±0.1	
USNR	99	±1	4.0	±0.1	
USMCR	100	±1	3.9	±0.1	
ANG	100	±1	4.0	±0.1	
USAFR	100	±1	4.0	±0.1	
Enlisted	100	±1	3.8	±0.1	
E1 – E4	100	±1	3.8	±0.1	
E5 – E9	100	±1	3.8	±0.1	
Officers	100	±1	4.0	±0.1	
O1 – O3	100	±1	3.9	±0.1	
O4 – O6	100	±1	4.1	±0.1	
Male	100	±1	3.9	±0.1	
Female	100	±1	3.7	±0.1	
AGR/FTS/AR	100	±1	3.7	±0.1	
Other Selected Reserve	100	±1	3.9	±0.1	
Reserve Unit	100	±1	3.9	±0.1	
Military Technician	100	±1	3.9	±0.1	
IMA	100	±1	4.2	±0.1	
Not Activated Past 12 Months	100	±1	3.9	±0.1	
Activated Past 12 Months	100	±1	3.8	±0.1	
Not Deployed Past 12 Months	100	±1	3.9	±0.1	
Deployed Past 12 Months	100	±1	3.7	±0.1	
Deployed OIF/OEF	100	±1	3.7	±0.1	
WHITE	100	±1	3.9	±0.1	
ARNG	100	±1	3.9	±0.1	
USAR	100	±1	3.8	±0.1	
USNR	99	±2	4.1	±0.1	
USMCR	100	±1	3.9	±0.2	
ANG	100	±1	4.0	±0.1	
USAFR	100	±0	4.1	±0.1	
Enlisted	100	±1	3.9	±0.1	
E1 – E4	100	±1	3.9	±0.1	
E5 – E9	100	±1	3.9	±0.1	
Officers	100	±1	4.0	±0.1	
BLACK	100	±1	3.7	±0.1	
ARNG	99	±1	3.8	±0.1	
USAR	100	±1	3.7	±0.1	
USNR	100	±1	3.8	±0.1	
USMCR	99	±2	4.0	±0.2	
ANG	100	±1	3.8	±0.1	
USAFR	100	±1	3.8	±0.1	
Enlisted	100	±1	3.7	±0.1	
E1 – E4	99	±1	3.8	±0.1	
E5 – E9	100	±1	3.7	±0.1	
Officers	100	±1	3.8	±0.1	

Note. Percent responding are Reserve component members who answered the question. The scale ranges from 1 to 5. A higher score indicates a more positive perspective of the Reserve component member's supervisor. Cronbach's coefficient alpha = 0.96.

40. Continued	Percent Responding		Mean	Max ME	Supervisor Satisfaction
HISPANIC	100	±1	3.8	±0.1	
ARNG	100	±1	3.7	±0.2	
USAR	100	±1	3.8	±0.2	
USNR	100	±0	4.0	±0.2	
USMCR	100	±0	4.0	±0.2	
ANG	100	±0	3.9	±0.2	
USAFR	100	±1	3.9	±0.2	
Enlisted	100	±1	3.8	±0.1	
E1 – E4	100	±0	3.8	±0.2	
E5 – E9	100	±1	3.7	±0.1	
Officers	100	±1	4.0	±0.1	
AIAN	100	±1	3.8	±0.3	
ARNG	100	±1	4.0	±0.3	
USAR	100	±0	NR		
USNR	100	±0	3.8	±0.3	
ANG	100	±0	NR		
USAFR	100	±0	4.2	±0.3	
Enlisted	100	±1	3.8	±0.3	
Officers	100	±0	3.8	±0.3	
ASIAN	100	±1	3.8	±0.1	
ARNG	100	±1	3.8	±0.3	
USAR	100	±1	3.7	±0.1	
USNR	100	±1	4.0	±0.2	
USMCR	100	±0	3.8	±0.3	
ANG	100	±1	3.9	±0.1	
USAFR	100	±0	3.8	±0.4	
Enlisted	100	±1	3.8	±0.2	
Officers	100	±1	3.9	±0.2	
NHPI	100	±1	3.9	±0.2	
ARNG	100	±0	3.8	±0.4	
USAR	100	±1	3.8	±0.2	
USNR	100	±0	4.0	±0.2	
ANG	100	±0	4.2	±0.4	
USAFR	100	±0	3.9	±0.2	
Enlisted	100	±1	3.9	±0.2	
Officers	100	±0	3.9	±0.2	
TWO OR MORE RACES	100	±1	3.8	±0.2	
ARNG	100	±0	3.8	±0.3	
USAR	100	±1	3.7	±0.5	
USNR	100	±0	3.7	±0.3	
USMCR	100	±0	4.4	±0.4	
ANG	100	±1	4.1	±0.3	
USAFR	100	±0	3.8	±0.3	
Enlisted	100	±1	3.9	±0.2	
Officers	100	±0	3.6	±0.3	
USCGR	100	±0	4.0	±0.1	
White	100	±0	4.0	±0.1	
Black	100	±0	4.0	±0.3	
Hispanic	100	±0	4.0	±0.2	
Other Race/Ethnicity	100	±0	3.9	±0.2	
Enlisted	100	±0	4.0	±0.1	
E1 – E4	100	±0	3.9	±0.2	
E5 – E9	100	±0	4.0	±0.1	
Officers	100	±0	4.2	±0.1	

NR: Not reportable

**41. What is the race/ethnic background of your immediate supervisor in your current military work group?**

1. White
2. Black or African American
3. American Indian or Alaska Native
4. Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)
5. Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro)
6. Spanish/Hispanic/Latino
7. Don't Know
8. More Than One Race Marked

	Percent Responding		Percentages								Max ME
			1	2	3	4	5	6	7	8	
TOTAL DOD	99	±1	75	13	1	2	1	8	6	3	±2
ARNG	99	±1	77	10	1	2	1	7	6	4	±2
USAR	99	±1	63	22	0	2	1	10	6	3	±3
USNR	99	±1	80	9	1	3	0	7	6	4	±3
USMCR	99	±1	71	10	2	3	0	12	8	3	±4
ANG	100	±1	85	6	1	2	2	5	3	2	±3
USAFR	99	±1	76	13	0	3	1	5	4	1	±4
Enlisted	99	±1	73	14	1	2	1	8	6	3	±2
E1 – E4	99	±1	70	13	1	3	1	10	9	4	±3
E5 – E9	99	±1	76	14	1	2	1	7	4	3	±2
Officers	99	±1	84	7	0	2	1	4	4	1	±2
O1 – O3	99	±1	81	8	0	3	0	5	5	1	±3
O4 – O6	99	±1	87	5	0	2	1	3	3	1	±2
Male	99	±1	76	12	1	2	1	8	5	3	±2
Female	100	±1	69	17	1	2	1	7	6	3	±3
AGR/FTS/AR	100	±1	79	12	0	1	1	5	4	2	±3
Other Selected Reserve	99	±1	74	13	1	2	1	8	6	3	±2
Reserve Unit	99	±1	74	13	1	2	1	8	6	3	±2
Military Technician	100	±1	82	10	1	3	0	6	2	2	±4
IMA	100	±1	78	9	0	2	0	5	6	2	±6
Not Activated Past 12 Months	100	±1	75	13	1	2	1	7	5	3	±2
Activated Past 12 Months	100	±1	75	10	1	2	1	9	7	3	±3
Not Deployed Past 12 Months	99	±1	75	13	1	2	1	7	6	3	±2
Deployed Past 12 Months	99	±1	75	12	1	2	1	10	5	4	±3
Deployed OIF/OEF	100	±1	75	13	1	2	1	9	6	3	±3
WHITE	99	±1	83	9	1	2	1	4	5	3	±2
ARNG	100	±1	84	8	1	2	1	4	6	3	±3
USAR	99	±1	74	16	0	2	1	6	6	3	±4
USNR	99	±1	87	6	1	2	0	4	5	4	±4
USMCR	99	±1	78	9	2	2	0	7	7	3	±6
ANG	100	±1	89	4	1	1	1	3	3	2	±4
USAFR	100	±1	83	10	0	1	0	3	4	1	±5
Enlisted	99	±1	82	10	1	2	1	5	6	3	±2
E1 – E4	99	±1	79	9	1	2	1	6	9	4	±3
E5 – E9	100	±1	84	10	1	1	0	4	3	2	±3
Officers	100	±1	87	5	0	2	0	2	4	1	±2
BLACK	99	±1	57	31	1	2	1	7	4	2	±3
ARNG	99	±1	61	27	1	2	1	6	4	1	±5
USAR	99	±1	45	42	0	1	1	9	5	2	±4
USNR	99	±1	71	20	0	3	0	6	4	3	±4
USMCR	100	±1	64	19	0	1	0	11	10	3	±8
ANG	99	±1	76	19	0	2	0	3	2	2	±3
USAFR	99	±1	64	26	1	3	1	5	3	2	±3
Enlisted	99	±1	55	33	1	2	1	7	4	2	±3
E1 – E4	99	±1	52	33	1	2	1	9	6	2	±5
E5 – E9	99	±1	57	33	1	1	1	6	3	2	±3
Officers	99	±1	75	15	0	3	0	3	5	1	±3

Note. Percent responding are Reserve component members who answered the question. Respondents who selected "Don't Know" and one of the race categories are included in the calculation of "More than One Race Marked."


















































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41. Continued	Percent Responding		Percentages								Max ME
			1	2	3	4	5	6	7	8	
HISPANIC	100	±1	56	12	0	3	1	28	7	5	±3
ARNG	100	±1	56	9	1	2	1	32	7	7	±6
USAR	99	±1	48	17	0	2	1	31	5	4	±6
USNR	100	±1	69	11	0	3	0	17	6	4	±8
USMCR	100	±1	54	9	1	3	0	27	12	4	±9
ANG	100	±1	64	5	0	3	1	26	6	5	±10
USAFR	99	±1	60	16	0	11	1	11	4	2	±12
Enlisted	100	±1	54	12	0	3	1	29	7	5	±4
E1 – E4	100	±1	49	13	1	3	1	30	10	7	±6
E5 – E9	100	±1	59	11	0	3	1	27	4	4	±4
Officers	100	±1	72	8	0	2	1	17	4	2	±5
AIAN	97	±5	69	12	4	3	0	5	10	2	±11
ARNG	95	±9	67	11	8	1	0	7	12	3	±17
USAR	100	±1	NR	NR	1	NR	0	3	4	2	±5
USNR	100	±0	NR	NR	0	1	0	7	NR	3	±8
ANG	100	±1	91	3	0	0	0	2	3	1	±9
USAFR	87	±22	78	11	1	2	0	2	6	1	±9
Enlisted	97	±5	68	12	5	3	0	5	10	2	±12
Officers	95	±9	74	NR	0	1	0	4	9	3	±17
ASIAN	100	±1	65	11	0	12	4	10	6	6	±4
ARNG	100	±1	68	9	0	11	5	8	6	6	±9
USAR	99	±2	60	16	1	11	4	14	7	8	±7
USNR	100	±1	73	10	0	9	0	8	5	4	±8
USMCR	100	±1	57	16	0	8	0	25	6	7	±15
ANG	99	±1	54	4	0	31	10	5	5	8	±5
USAFR	100	±0	74	10	0	8	3	5	3	3	±8
Enlisted	100	±1	63	12	0	12	4	11	6	7	±5
Officers	99	±3	75	8	0	10	2	4	4	3	±5
NHPI	100	±1	36	12	0	11	36	5	6	5	±13
ARNG	100	±0	NR	NR	NR	NR	NR	2	4	NR	±7
USAR	99	±1	31	11	1	9	42	8	5	6	±7
USNR	100	±0	NR	6	NR	NR	3	NR	NR	NR	±11
ANG	100	±1	NR	1	0	21	29	2	4	5	±17
USAFR	100	±0	34	6	3	10	40	3	5	1	±12
Enlisted	100	±1	33	13	0	11	38	5	6	6	±14
Officers	100	±0	63	2	1	10	17	2	NR	2	±16
TWO OR MORE RACES	98	±4	71	15	1	5	5	5	8	7	±8
ARNG	96	±8	83	9	0	NR	NR	1	5	12	±16
USAR	99	±3	NR	16	0	2	2	3	NR	1	±18
USNR	99	±1	NR	NR	0	3	0	8	9	3	±12
USMCR	100	±0	NR	2	NR	NR	1	NR	NR	NR	±6
ANG	100	±1	69	NR	NR	14	NR	7	9	10	±18
USAFR	100	±0	NR	NR	0	3	3	NR	10	1	±12
Enlisted	98	±4	70	15	0	5	5	4	8	7	±9
Officers	98	±4	77	12	NR	8	NR	8	11	NR	±15
USCGR	100	±1	87	4	0	2	1	5	4	2	±3
White	100	±0	89	3	0	2	0	4	4	1	±4
Black	100	±0	79	16	1	3	NR	1	4	4	±14
Hispanic	100	±0	84	1	NR	3	1	15	2	7	±9
Other Race/Ethnicity	100	±1	81	6	0	3	3	4	5	2	±8
Enlisted	100	±1	87	4	0	2	1	5	3	2	±4
E1 – E4	100	±0	88	2	0	3	1	4	3	1	±6
E5 – E9	100	±1	86	5	0	1	1	5	4	2	±4
Officers	100	±1	88	5	1	2	0	3	4	3	±5

NR: Not reportable

## 42. Are you currently in a military work environment where members of your race/ethnicity are uncommon?

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
TOTAL DOD	99	±1	16	±1	
ARNG	99	±1	17	±2	
USAR	100	±1	16	±2	
USNR	99	±1	17	±3	
USMCR	100	±1	16	±4	
ANG	100	±1	17	±3	
USAFR	100	±1	14	±3	
Enlisted	99	±1	17	±2	
E1 – E4	99	±1	16	±2	
E5 – E9	100	±1	17	±2	
Officers	100	±1	15	±2	
O1 – O3	99	±1	18	±2	
O4 – O6	100	±1	13	±2	
Male	99	±1	16	±2	
Female	100	±1	16	±2	
AGR/FTS/AR	100	±1	19	±3	
Other Selected Reserve	99	±1	16	±1	
Reserve Unit	99	±1	16	±1	
Military Technician	100	±1	19	±4	
IMA	100	±1	12	±3	
Not Activated Past 12 Months	100	±1	15	±2	
Activated Past 12 Months	100	±1	16	±3	
Not Deployed Past 12 Months	100	±1	15	±2	
Deployed Past 12 Months	99	±1	19	±3	
Deployed OIF/OEF	99	±1	20	±3	
WHITE	100	±1	10	±2	
ARNG	100	±1	11	±2	
USAR	100	±1	9	±3	
USNR	99	±2	10	±4	
USMCR	99	±1	10	±5	
ANG	99	±1	12	±4	
USAFR	100	±1	8	±4	
Enlisted	100	±1	11	±2	
E1 – E4	99	±1	10	±3	
E5 – E9	100	±1	12	±2	
Officers	100	±1	9	±2	
BLACK	99	±1	25	±2	
ARNG	98	±2	28	±4	
USAR	99	±1	20	±4	
USNR	99	±1	22	±3	
USMCR	100	±1	33	±8	
ANG	100	±1	31	±3	
USAFR	99	±1	25	±3	
Enlisted	99	±1	24	±3	
E1 – E4	99	±1	26	±4	
E5 – E9	99	±1	23	±3	
Officers	100	±1	29	±3	

Note. Percent responding are Reserve component members who answered the question.

42. Continued	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
HISPANIC	100	±1	27	±3	
ARNG	99	±1	28	±6	
USAR	100	±1	29	±5	
USNR	100	±1	27	±7	
USMCR	100	±0	20	±8	
ANG	100	±1	27	±7	
USAFR	100	±1	24	±7	
Enlisted	100	±1	27	±3	
E1 – E4	99	±1	27	±5	
E5 – E9	100	±1	26	±4	
Officers	100	±1	32	±5	
AIAN	100	±1	32	±10	
ARNG	100	±1	32	±15	
USAR	99	±1	30	±17	
USNR	100	±0	NR		
ANG	100	±1	17	±14	
USAFR	100	±0	38	±14	
Enlisted	100	±1	30	±10	
Officers	100	±0	53	±14	
ASIAN	100	±1	47	±5	
ARNG	100	±1	53	±11	
USAR	100	±1	49	±8	
USNR	99	±1	39	±9	
USMCR	100	±0	48	±14	
ANG	100	±1	38	±5	
USAFR	100	±0	40	±15	
Enlisted	100	±1	46	±6	
Officers	100	±1	49	±5	
NHPI	100	±1	41	±12	
ARNG	100	±0	NR		
USAR	99	±1	34	±6	
USNR	98	±4	NR		
ANG	100	±0	NR		
USAFR	100	±0	34	±10	
Enlisted	100	±1	40	±13	
Officers	100	±0	NR		
TWO OR MORE RACES	100	±1	31	±9	
ARNG	100	±0	37	±16	
USAR	99	±3	17	±13	
USNR	98	±2	30	±14	
USMCR	100	±0	13	±15	
ANG	100	±1	NR		
USAFR	100	±0	23	±16	
Enlisted	100	±1	30	±10	
Officers	98	±3	37	±11	
USCGR	100	±1	17	±3	
White	100	±1	11	±4	
Black	98	±5	56	±15	
Hispanic	100	±1	33	±11	
Other Race/Ethnicity	100	±1	44	±9	
Enlisted	100	±1	17	±4	
E1 – E4	100	±0	18	±6	
E5 – E9	99	±1	17	±4	
Officers	100	±1	17	±6	

NR: Not reportable

**43. How much do you agree or disagree with the following statements about your military workplace?****a. I know what is expected of me at work.**1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	100	±1	1	4	8	48	39	±2	4.2	±0.1	
ARNG	99	±1	2	4	9	45	40	±3	4.2	±0.1	
USAR	100	±1	2	6	9	51	33	±3	4.1	±0.1	
USNR	99	±1	1	2	9	48	41	±4	4.3	±0.1	
USMCR	100	±1	1	4	6	51	37	±5	4.2	±0.1	
ANG	100	±1	0	3	7	50	40	±4	4.3	±0.1	
USAFR	100	±1	1	3	6	48	42	±4	4.3	±0.1	
Enlisted	100	±1	1	4	8	48	39	±2	4.2	±0.1	
E1 – E4	99	±1	2	4	10	45	38	±3	4.1	±0.1	
E5 – E9	100	±1	1	3	7	49	40	±3	4.2	±0.1	
Officers	100	±1	1	4	8	50	37	±2	4.2	±0.1	
O1 – O3	100	±1	2	6	11	51	30	±3	4.0	±0.1	
O4 – O6	100	±1	1	4	6	49	41	±3	4.3	±0.1	
Male	100	±1	1	4	8	48	39	±2	4.2	±0.1	
Female	100	±1	2	5	10	46	37	±3	4.1	±0.1	
AGR/FTS/AR	100	±1	1	3	6	46	44	±4	4.3	±0.1	
Other Selected Reserve	100	±1	1	4	8	48	38	±2	4.2	±0.1	
Reserve Unit	100	±1	1	4	8	48	38	±2	4.2	±0.1	
Military Technician	100	±1	1	2	5	48	44	±5	4.3	±0.1	
IMA	100	±1	1	3	6	47	43	±6	4.3	±0.1	
Not Activated Past 12 Months	100	±1	2	4	8	48	38	±2	4.2	±0.1	
Activated Past 12 Months	100	±1	1	5	8	48	38	±4	4.2	±0.1	
Not Deployed Past 12 Months	100	±1	1	4	8	48	38	±2	4.2	±0.1	
Deployed Past 12 Months	100	±1	1	4	8	47	40	±3	4.2	±0.1	
Deployed OIF/OEF	100	±1	2	4	8	48	38	±4	4.2	±0.1	
WHITE	100	±1	1	4	8	48	38	±2	4.2	±0.1	
ARNG	100	±1	2	4	10	46	39	±3	4.2	±0.1	
USAR	100	±1	2	7	8	52	31	±5	4.0	±0.1	
USNR	99	±1	1	2	9	47	41	±5	4.3	±0.1	
USMCR	100	±1	2	5	6	50	37	±6	4.2	±0.2	
ANG	100	±1	0	3	7	50	40	±5	4.3	±0.1	
USAFR	100	±0	1	3	5	48	43	±6	4.3	±0.1	
Enlisted	100	±1	1	4	8	48	38	±3	4.2	±0.1	
E1 – E4	100	±1	2	5	11	45	38	±4	4.1	±0.1	
E5 – E9	100	±1	1	4	7	50	39	±3	4.2	±0.1	
Officers	100	±1	1	4	8	51	36	±3	4.2	±0.1	
BLACK	99	±1	2	4	8	45	41	±3	4.2	±0.1	
ARNG	99	±2	2	2	8	40	47	±5	4.3	±0.1	
USAR	99	±1	2	5	9	49	35	±4	4.1	±0.1	
USNR	99	±1	1	3	9	47	40	±5	4.2	±0.1	
USMCR	99	±1	0	3	7	51	38	±8	4.3	±0.2	
ANG	100	±1	1	5	8	48	38	±4	4.2	±0.1	
USAFR	99	±1	1	4	8	46	42	±3	4.2	±0.1	
Enlisted	99	±1	2	4	8	45	41	±3	4.2	±0.1	
E1 – E4	99	±1	4	4	11	41	40	±5	4.1	±0.1	
E5 – E9	99	±1	1	4	6	47	42	±3	4.3	±0.1	
Officers	99	±1	2	4	9	49	36	±3	4.1	±0.1	

Note. Percent responding are Reserve component members who answered the question. Questions 43a-43p are used by permission of the copyright holder, The Gallup Organization, 901 F Street N.W., Washington, D.C. 20004.

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43a. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
HISPANIC	100	±1	1	4	6	47	42	±3	4.2	±0.1	
ARNG	99	±2	1	5	6	44	44	±6	4.2	±0.1	
USAR	100	±1	2	3	7	49	39	±6	4.2	±0.1	
USNR	99	±1	0	3	8	47	41	±8	4.3	±0.2	
USMCR	100	±1	0	4	5	52	39	±8	4.3	±0.2	
ANG	100	±1	0	2	4	51	42	±8	4.3	±0.1	
USAFR	100	±1	1	4	6	50	41	±9	4.3	±0.1	
Enlisted	99	±1	1	4	6	48	42	±4	4.3	±0.1	
E1 – E4	100	±1	1	4	7	50	38	±6	4.2	±0.1	
E5 – E9	99	±2	1	4	6	45	44	±5	4.3	±0.1	
Officers	100	±1	2	5	7	44	42	±5	4.2	±0.1	
AIAN	100	±1	0	1	3	52	44	±11	4.4	±0.2	
ARNG	100	±1	0	2	2	45	51	±15	4.4	±0.2	
USAR	100	±1	1	1	5	NR	NR	±5	4.2	±0.3	
USNR	100	±0	1	1	7	NR	NR	±7	4.3	±0.2	
ANG	100	±0	0	1	3	NR	NR	±4	NR		
USAFR	100	±1	0	1	4	35	60	±15	4.5	±0.2	
Enlisted	100	±1	0	1	3	53	43	±12	4.4	±0.2	
Officers	100	±0	2	3	6	41	48	±14	4.3	±0.2	
ASIAN	100	±1	1	3	9	54	33	±5	4.1	±0.1	
ARNG	100	±1	2	2	9	54	33	±11	4.1	±0.2	
USAR	99	±1	1	4	12	58	25	±7	4.0	±0.1	
USNR	100	±1	1	1	7	52	39	±10	4.3	±0.2	
USMCR	99	±2	1	2	4	60	32	±13	4.2	±0.2	
ANG	99	±1	1	2	6	53	37	±5	4.2	±0.1	
USAFR	100	±1	1	NR	4	45	41	±14	4.2	±0.4	
Enlisted	99	±1	1	3	8	56	32	±6	4.1	±0.1	
Officers	100	±1	1	5	10	47	37	±6	4.1	±0.1	
NHPI	100	±1	1	2	5	47	45	±11	4.3	±0.2	
ARNG	100	±0	1	1	4	NR	NR	±5	4.4	±0.3	
USAR	99	±2	1	3	8	49	39	±7	4.2	±0.1	
USNR	98	±3	NR	4	NR	NR	NR	±12	4.1	±0.2	
ANG	100	±0	0	1	5	NR	NR	±6	4.5	±0.3	
USAFR	100	±0	1	2	6	48	44	±11	4.3	±0.2	
Enlisted	100	±1	0	2	6	46	46	±12	4.4	±0.2	
Officers	100	±0	2	2	3	NR	37	±17	4.2	±0.2	
TWO OR MORE RACES	100	±1	1	3	13	46	37	±9	4.2	±0.2	
ARNG	100	±0	1	3	12	43	41	±16	4.2	±0.3	
USAR	100	±1	1	2	NR	NR	NR	±6	4.0	±0.3	
USNR	99	±1	0	3	NR	46	26	±15	3.9	±0.3	
USMCR	100	±0	NR	2	NR	NR	NR	±6	4.3	±0.5	
ANG	100	±0	0	3	10	32	NR	±17	4.4	±0.3	
USAFR	100	±1	1	4	4	NR	NR	±8	4.1	±0.2	
Enlisted	100	±1	1	2	13	46	39	±10	4.2	±0.2	
Officers	100	±0	3	9	15	45	29	±12	3.9	±0.3	
USCGR	100	±1	2	6	10	54	29	±4	4.0	±0.1	
White	100	±1	3	6	10	54	27	±5	4.0	±0.1	
Black	100	±0	3	4	9	56	28	±15	4.0	±0.3	
Hispanic	100	±0	NR	2	9	44	45	±11	4.3	±0.2	
Other Race/Ethnicity	100	±0	2	4	6	64	23	±9	4.0	±0.2	
Enlisted	100	±0	2	6	10	54	28	±5	4.0	±0.1	
E1 – E4	100	±0	3	9	10	51	26	±8	3.9	±0.2	
E5 – E9	100	±0	2	3	9	56	30	±5	4.1	±0.1	
Officers	99	±2	1	5	10	53	31	±7	4.1	±0.1	

NR: Not reportable

**43. How much do you agree or disagree with the following statements about your military workplace?****b. I have the materials and equipment I need to do my work right.**1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
<b>TOTAL DOD</b>	99	±1	6	13	16	42	24	±2	3.6	±0.1	
ARNG	99	±1	7	14	17	40	24	±3	3.6	±0.1	
USAR	99	±1	7	18	18	38	18	±3	3.4	±0.1	
USNR	99	±1	5	13	16	44	22	±4	3.7	±0.1	
USMCR	100	±1	4	15	16	44	21	±5	3.6	±0.1	
ANG	99	±1	2	6	12	49	30	±4	4.0	±0.1	
USAFR	99	±1	3	9	13	46	30	±4	3.9	±0.1	
Enlisted	99	±1	6	13	16	41	24	±2	3.6	±0.1	
E1 – E4	99	±1	7	12	19	38	24	±3	3.6	±0.1	
E5 – E9	99	±1	5	14	15	43	23	±2	3.7	±0.1	
Officers	99	±1	4	13	13	46	23	±2	3.7	±0.1	
O1 – O3	100	±1	7	16	16	43	18	±3	3.5	±0.1	
O4 – O6	99	±1	3	11	11	48	27	±3	3.9	±0.1	
Male	99	±1	6	13	16	42	23	±2	3.6	±0.1	
Female	99	±1	6	12	16	40	25	±3	3.6	±0.1	
AGR/FTS/AR	100	±1	3	10	12	46	29	±4	3.9	±0.1	
Other Selected Reserve	99	±1	6	14	16	41	23	±2	3.6	±0.1	
Reserve Unit	99	±1	6	14	16	41	23	±2	3.6	±0.1	
Military Technician	99	±1	3	9	12	50	27	±5	3.9	±0.1	
IMA	100	±1	1	6	9	49	35	±6	4.1	±0.1	
Not Activated Past 12 Months	99	±1	6	14	17	40	23	±2	3.6	±0.1	
Activated Past 12 Months	100	±1	6	15	14	43	21	±4	3.6	±0.1	
Not Deployed Past 12 Months	99	±1	6	13	17	41	24	±2	3.6	±0.1	
Deployed Past 12 Months	99	±1	6	14	14	44	23	±3	3.6	±0.1	
Deployed OIF/OEF	99	±1	5	15	14	44	22	±4	3.6	±0.1	
<b>WHITE</b>	99	±1	6	13	15	42	23	±2	3.6	±0.1	
ARNG	99	±1	7	14	16	40	23	±3	3.6	±0.1	
USAR	99	±2	8	20	17	38	18	±5	3.4	±0.2	
USNR	99	±2	5	11	16	46	22	±5	3.7	±0.2	
USMCR	100	±0	5	16	15	45	18	±6	3.5	±0.2	
ANG	99	±1	3	6	12	49	30	±5	4.0	±0.1	
USAFR	100	±1	2	8	12	46	31	±6	4.0	±0.1	
Enlisted	99	±1	6	14	16	41	23	±3	3.6	±0.1	
E1 – E4	99	±1	8	13	18	38	24	±4	3.6	±0.1	
E5 – E9	99	±1	5	14	14	44	23	±3	3.7	±0.1	
Officers	99	±1	4	13	13	47	23	±3	3.7	±0.1	
<b>BLACK</b>	99	±1	5	12	16	42	25	±3	3.7	±0.1	
ARNG	99	±1	5	12	16	39	28	±4	3.7	±0.1	
USAR	99	±1	6	15	17	41	21	±4	3.6	±0.1	
USNR	99	±1	4	10	15	50	22	±4	3.8	±0.1	
USMCR	99	±1	3	17	10	44	27	±8	3.7	±0.2	
ANG	99	±1	2	7	13	51	27	±4	3.9	±0.1	
USAFR	99	±1	4	10	12	46	29	±3	3.9	±0.1	
Enlisted	99	±1	5	12	16	41	25	±3	3.7	±0.1	
E1 – E4	99	±1	6	12	20	37	25	±5	3.6	±0.1	
E5 – E9	99	±1	4	12	14	44	25	±3	3.7	±0.1	
Officers	99	±1	4	12	13	48	23	±3	3.7	±0.1	

Note. Percent responding are Reserve component members who answered the question. Items 43.a through 43.p are used by permission of the copyright holder, The Gallup Organization, 901 F Street N.W., Washington, D.C. 20004.

43b. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
HISPANIC	99	±1	7	13	18	38	24	±3	3.6	±0.1	
ARNG	100	±1	7	12	18	37	26	±6	3.6	±0.2	
USAR	99	±1	8	17	21	35	19	±6	3.4	±0.2	
USNR	98	±4	8	19	18	33	22	±8	3.4	±0.2	
USMCR	99	±1	2	10	18	42	27	±8	3.8	±0.2	
ANG	99	±1	1	8	14	47	29	±8	3.9	±0.2	
USAFR	99	±1	6	5	11	45	32	±9	3.9	±0.2	
Enlisted	99	±1	7	13	18	38	24	±4	3.6	±0.1	
E1 – E4	99	±1	9	10	20	35	26	±5	3.6	±0.2	
E5 – E9	100	±1	5	15	17	40	23	±5	3.6	±0.1	
Officers	99	±1	6	14	15	40	25	±5	3.6	±0.2	
AIAN	97	±5	6	15	14	36	29	±11	3.6	±0.3	
ARNG	95	±9	NR	18	10	28	37	±17	3.7	±0.5	
USAR	99	±1	4	NR	NR	NR	NR	±5	3.4	±0.5	
USNR	99	±1	NR	11	NR	21	14	±16	NR		
ANG	100	±1	0	4	5	NR	NR	±5	4.2	±0.4	
USAFR	100	±0	2	8	NR	31	33	±18	3.9	±0.4	
Enlisted	97	±6	6	16	13	36	29	±12	3.7	±0.4	
Officers	99	±1	5	12	23	36	24	±18	3.6	±0.3	
ASIAN	99	±1	7	12	20	43	18	±5	3.5	±0.2	
ARNG	99	±1	14	9	19	43	15	±13	3.3	±0.3	
USAR	99	±1	4	14	25	45	12	±9	3.5	±0.2	
USNR	100	±1	2	14	19	38	26	±12	3.7	±0.3	
USMCR	99	±2	3	18	15	42	21	±15	3.6	±0.3	
ANG	99	±1	3	8	14	48	28	±5	3.9	±0.1	
USAFR	99	±1	5	NR	NR	43	17	±13	3.6	±0.3	
Enlisted	99	±1	7	11	21	43	17	±6	3.5	±0.2	
Officers	100	±1	6	16	16	44	18	±5	3.5	±0.2	
NHPI	100	±1	4	15	17	41	22	±13	3.6	±0.3	
ARNG	100	±0	4	NR	NR	NR	16	±15	3.4	±0.5	
USAR	99	±1	8	15	18	40	19	±7	3.5	±0.2	
USNR	100	±0	NR	11	10	NR	13	±17	3.8	±0.3	
ANG	98	±4	0	3	14	NR	NR	±11	4.2	±0.4	
USAFR	100	±0	3	12	19	41	25	±11	3.7	±0.3	
Enlisted	100	±1	4	16	18	40	22	±15	3.6	±0.3	
Officers	99	±1	2	10	13	NR	NR	±16	3.8	±0.3	
TWO OR MORE RACES	100	±1	4	13	20	42	21	±9	3.6	±0.2	
ARNG	99	±1	4	10	27	40	19	±17	3.6	±0.3	
USAR	100	±1	6	NR	15	NR	NR	±18	3.5	±0.5	
USNR	99	±1	4	16	24	NR	12	±12	3.4	±0.3	
USMCR	99	±3	1	3	NR	NR	NR	±5	NR		
ANG	100	±0	2	11	10	NR	NR	±13	4.0	±0.4	
USAFR	100	±1	3	NR	NR	NR	15	±14	3.6	±0.4	
Enlisted	100	±1	3	11	21	43	22	±10	3.7	±0.2	
Officers	100	±1	10	27	17	34	12	±12	3.1	±0.3	
USCGR	99	±1	3	17	14	47	18	±4	3.6	±0.1	
White	100	±1	4	19	15	46	16	±5	3.5	±0.1	
Black	98	±4	NR	6	20	54	21	±15	3.9	±0.3	
Hispanic	99	±3	3	15	8	45	29	±11	3.8	±0.3	
Other Race/Ethnicity	100	±1	2	12	10	54	21	±9	3.8	±0.2	
Enlisted	100	±1	3	19	15	45	18	±5	3.5	±0.1	
E1 – E4	100	±0	4	23	18	36	18	±8	3.4	±0.2	
E5 – E9	99	±1	3	16	12	52	17	±5	3.6	±0.1	
Officers	99	±2	2	11	10	56	21	±7	3.8	±0.2	

NR: Not reportable

**43. How much do you agree or disagree with the following statements about your military workplace?****c. At work, I have the opportunity to do what I do best every duty day.**1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	99	±1	5	13	20	39	24	±2	3.6	±0.1	
ARNG	99	±1	6	12	19	38	24	±3	3.6	±0.1	
USAR	99	±1	6	17	23	35	19	±3	3.4	±0.1	
USNR	99	±1	5	10	21	41	23	±4	3.7	±0.1	
USMCR	100	±1	5	13	23	39	20	±5	3.6	±0.1	
ANG	100	±1	2	8	17	44	28	±4	3.9	±0.1	
USAFR	99	±1	2	10	15	45	28	±4	3.9	±0.1	
Enlisted	99	±1	5	13	20	38	24	±2	3.6	±0.1	
E1 – E4	99	±1	7	14	22	33	24	±3	3.5	±0.1	
E5 – E9	99	±1	4	12	19	42	23	±2	3.7	±0.1	
Officers	100	±1	3	11	18	44	24	±2	3.7	±0.1	
O1 – O3	100	±1	4	14	21	42	19	±3	3.6	±0.1	
O4 – O6	99	±1	3	9	15	46	28	±3	3.9	±0.1	
Male	99	±1	5	13	20	40	23	±2	3.6	±0.1	
Female	99	±1	7	12	19	37	25	±3	3.6	±0.1	
AGR/FTS/AR	100	±1	3	9	13	48	28	±4	3.9	±0.1	
Other Selected Reserve	99	±1	5	13	20	38	23	±2	3.6	±0.1	
Reserve Unit	99	±1	5	13	21	38	23	±2	3.6	±0.1	
Military Technician	99	±1	2	8	14	47	30	±5	3.9	±0.1	
IMA	98	±2	1	6	12	47	33	±6	4.0	±0.1	
Not Activated Past 12 Months	99	±1	5	13	21	38	23	±2	3.6	±0.1	
Activated Past 12 Months	99	±1	6	15	18	40	21	±4	3.5	±0.1	
Not Deployed Past 12 Months	99	±1	5	12	20	39	24	±2	3.6	±0.1	
Deployed Past 12 Months	99	±1	5	14	18	40	23	±3	3.6	±0.1	
Deployed OIF/OEF	99	±1	5	13	19	40	23	±4	3.6	±0.1	
WHITE	99	±1	5	13	20	40	23	±2	3.6	±0.1	
ARNG	99	±1	6	13	20	39	23	±3	3.6	±0.1	
USAR	100	±1	6	18	25	34	18	±5	3.4	±0.1	
USNR	99	±2	5	9	22	41	23	±5	3.7	±0.2	
USMCR	100	±1	6	16	22	38	19	±6	3.5	±0.2	
ANG	100	±1	2	9	17	44	28	±5	3.9	±0.1	
USAFR	99	±1	2	9	14	47	28	±6	3.9	±0.2	
Enlisted	99	±1	5	13	21	39	23	±3	3.6	±0.1	
E1 – E4	99	±1	8	14	23	32	23	±4	3.5	±0.1	
E5 – E9	99	±1	3	12	19	43	23	±3	3.7	±0.1	
Officers	100	±1	3	11	17	45	24	±3	3.8	±0.1	
BLACK	99	±1	5	13	20	37	25	±3	3.6	±0.1	
ARNG	99	±1	7	12	17	35	30	±4	3.7	±0.1	
USAR	99	±1	5	15	23	36	21	±4	3.5	±0.1	
USNR	99	±1	4	12	19	43	23	±4	3.7	±0.1	
USMCR	99	±2	3	10	25	40	21	±10	3.7	±0.2	
ANG	99	±1	3	9	19	44	24	±4	3.8	±0.1	
USAFR	99	±1	3	12	16	42	27	±3	3.8	±0.1	
Enlisted	99	±1	5	13	20	37	25	±3	3.6	±0.1	
E1 – E4	99	±1	8	15	22	31	24	±4	3.5	±0.2	
E5 – E9	99	±1	4	11	19	40	26	±3	3.7	±0.1	
Officers	99	±1	4	11	18	43	23	±3	3.7	±0.1	

Note. Percent responding are Reserve component members who answered the question. Items 43.a through 43.p are used by permission of the copyright holder, The Gallup Organization, 901 F Street N.W., Washington, D.C. 20004.



43c. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
HISPANIC	99	±1	6	12	19	37	26	±3	3.7	±0.1	
ARNG	100	±1	6	12	19	34	29	±6	3.7	±0.2	
USAR	99	±1	7	15	20	37	20	±6	3.5	±0.2	
USNR	99	±2	8	12	21	34	24	±7	3.5	±0.2	
USMCR	99	±1	5	7	23	39	26	±8	3.8	±0.2	
ANG	99	±1	2	7	17	46	28	±9	3.9	±0.2	
USAFR	99	±1	2	12	17	37	33	±9	3.9	±0.2	
Enlisted	99	±1	6	12	19	36	26	±4	3.6	±0.1	
E1 – E4	100	±1	6	12	22	32	27	±6	3.6	±0.2	
E5 – E9	99	±1	6	13	17	40	25	±5	3.6	±0.1	
Officers	100	±1	3	11	18	40	28	±5	3.8	±0.1	
AIAN	100	±1	3	18	16	34	30	±12	3.7	±0.3	
ARNG	100	±1	1	12	18	29	40	±17	3.9	±0.4	
USAR	99	±1	3	NR	10	NR	9	±8	3.1	±0.5	
USNR	100	±0	NR	7	NR	NR	21	±16	NR		
ANG	100	±0	2	NR	5	NR	NR	±6	NR		
USAFR	99	±2	3	6	NR	28	NR	±12	3.9	±0.4	
Enlisted	100	±1	3	19	15	34	29	±13	3.7	±0.3	
Officers	100	±0	3	10	25	29	32	±17	3.8	±0.3	
ASIAN	99	±1	5	10	22	43	20	±5	3.6	±0.1	
ARNG	99	±1	8	10	22	42	18	±11	3.5	±0.3	
USAR	100	±1	5	11	24	44	16	±9	3.6	±0.2	
USNR	100	±1	3	5	19	45	28	±10	3.9	±0.2	
USMCR	99	±2	3	NR	26	44	15	±14	3.6	±0.3	
ANG	99	±1	1	6	14	49	29	±5	4.0	±0.1	
USAFR	99	±1	3	NR	24	39	20	±18	3.6	±0.3	
Enlisted	99	±1	5	10	23	43	19	±6	3.6	±0.2	
Officers	99	±1	4	11	17	45	23	±5	3.7	±0.2	
NHPI	99	±1	3	5	18	49	25	±11	3.9	±0.2	
ARNG	100	±0	3	2	NR	NR	19	±17	3.8	±0.3	
USAR	98	±2	5	7	15	46	26	±7	3.8	±0.2	
USNR	96	±6	NR	4	4	NR	NR	±12	4.0	±0.2	
ANG	100	±0	1	4	11	NR	NR	±8	4.2	±0.4	
USAFR	100	±0	1	15	20	36	27	±11	3.7	±0.3	
Enlisted	99	±1	3	5	19	48	26	±12	3.9	±0.2	
Officers	100	±0	3	8	11	57	21	±17	3.9	±0.2	
TWO OR MORE RACES	100	±1	6	13	20	40	21	±9	3.6	±0.2	
ARNG	100	±1	6	8	24	42	20	±16	3.6	±0.3	
USAR	100	±1	NR	NR	17	NR	NR	±18	3.1	±0.5	
USNR	99	±2	6	15	20	NR	15	±12	3.5	±0.3	
USMCR	100	±0	4	4	NR	NR	NR	±8	NR		
ANG	100	±1	3	5	14	31	NR	±18	4.1	±0.3	
USAFR	100	±0	4	NR	NR	NR	13	±15	3.5	±0.4	
Enlisted	100	±1	6	12	19	40	22	±10	3.6	±0.3	
Officers	100	±1	8	14	24	40	15	±11	3.4	±0.3	
USCGR	100	±1	4	16	21	41	18	±4	3.5	±0.1	
White	100	±1	4	18	21	41	16	±5	3.5	±0.1	
Black	100	±0	NR	7	28	41	25	±15	3.8	±0.3	
Hispanic	97	±4	4	9	19	39	28	±11	3.8	±0.3	
Other Race/Ethnicity	100	±0	7	8	23	45	18	±9	3.6	±0.2	
Enlisted	100	±1	5	17	22	40	16	±5	3.5	±0.1	
E1 – E4	100	±0	7	19	25	33	16	±8	3.3	±0.2	
E5 – E9	99	±1	3	15	20	46	16	±5	3.6	±0.1	
Officers	99	±2	2	11	17	44	26	±7	3.8	±0.2	

NR: Not reportable

**43. How much do you agree or disagree with the following statements about your military workplace?****d. In the last 7 duty days, I have received recognition or praise for doing good work.**1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	99	±1	9	15	28	31	17	±2	3.3	±0.1	
ARNG	99	±1	10	15	27	30	18	±3	3.3	±0.1	
USAR	99	±1	8	16	29	31	15	±3	3.3	±0.1	
USNR	99	±1	8	15	26	33	18	±4	3.4	±0.1	
USMCR	100	±1	10	12	30	33	15	±5	3.3	±0.2	
ANG	100	±1	8	17	28	29	18	±4	3.3	±0.1	
USAFR	100	±1	7	16	27	32	18	±4	3.4	±0.1	
Enlisted	99	±1	9	15	27	31	18	±2	3.3	±0.1	
E1 – E4	99	±1	9	13	28	31	19	±3	3.4	±0.1	
E5 – E9	99	±1	9	17	27	31	16	±2	3.3	±0.1	
Officers	100	±1	6	17	30	31	16	±2	3.3	±0.1	
O1 – O3	100	±1	7	17	29	32	16	±3	3.3	±0.1	
O4 – O6	100	±1	6	16	30	31	17	±3	3.4	±0.1	
Male	99	±1	9	15	28	31	17	±2	3.3	±0.1	
Female	100	±1	10	16	25	31	18	±3	3.3	±0.1	
AGR/FTS/AR	100	±1	12	20	25	27	16	±4	3.1	±0.1	
Other Selected Reserve	99	±1	8	15	28	31	17	±2	3.3	±0.1	
Reserve Unit	99	±1	9	15	28	31	17	±2	3.3	±0.1	
Military Technician	99	±1	7	18	29	28	18	±5	3.3	±0.2	
IMA	100	±1	4	14	28	32	22	±6	3.5	±0.2	
Not Activated Past 12 Months	99	±1	9	16	27	31	17	±2	3.3	±0.1	
Activated Past 12 Months	99	±1	10	15	29	29	17	±4	3.3	±0.1	
Not Deployed Past 12 Months	99	±1	8	15	28	31	18	±2	3.3	±0.1	
Deployed Past 12 Months	99	±1	10	16	28	29	16	±3	3.2	±0.1	
Deployed OIF/OEF	99	±1	10	17	28	29	16	±4	3.2	±0.1	
WHITE	99	±1	8	15	28	32	18	±2	3.4	±0.1	
ARNG	99	±1	9	14	27	32	18	±3	3.4	±0.1	
USAR	99	±1	8	15	28	32	17	±5	3.4	±0.1	
USNR	99	±2	9	14	26	33	18	±5	3.4	±0.2	
USMCR	100	±0	9	11	31	34	15	±6	3.3	±0.2	
ANG	100	±1	7	17	29	29	19	±5	3.3	±0.2	
USAFR	100	±0	5	16	27	34	18	±5	3.4	±0.2	
Enlisted	99	±1	9	14	27	32	18	±3	3.4	±0.1	
E1 – E4	99	±1	8	12	28	32	20	±4	3.4	±0.1	
E5 – E9	99	±1	9	16	27	31	16	±3	3.3	±0.1	
Officers	100	±1	6	16	31	32	16	±3	3.4	±0.1	
BLACK	99	±1	10	18	27	30	16	±2	3.2	±0.1	
ARNG	99	±1	12	16	25	30	18	±4	3.3	±0.2	
USAR	99	±1	9	18	29	29	15	±4	3.2	±0.1	
USNR	99	±1	8	17	26	34	15	±4	3.3	±0.1	
USMCR	99	±1	10	17	26	31	16	±9	3.3	±0.3	
ANG	99	±1	9	19	29	29	13	±3	3.2	±0.1	
USAFR	99	±1	10	18	26	29	16	±3	3.2	±0.1	
Enlisted	99	±1	10	17	26	30	16	±3	3.2	±0.1	
E1 – E4	99	±2	13	16	28	29	15	±5	3.2	±0.2	
E5 – E9	99	±1	9	18	25	31	17	±3	3.3	±0.1	
Officers	99	±1	7	20	31	28	14	±3	3.2	±0.1	

Note. Percent responding are Reserve component members who answered the question. Items 43.a through 43.p are used by permission of the copyright holder, The Gallup Organization, 901 F Street N.W., Washington, D.C. 20004.

43d. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
HISPANIC	99	±1	11	18	26	28	17	±3	3.2	±0.1	
ARNG	98	±3	13	19	24	25	20	±6	3.2	±0.2	
USAR	99	±1	11	19	29	30	11	±6	3.1	±0.2	
USNR	99	±1	7	18	20	34	22	±8	3.5	±0.2	
USMCR	99	±1	15	14	24	28	19	±8	3.2	±0.3	
ANG	100	±1	11	18	23	30	18	±9	3.3	±0.3	
USAFR	99	±1	9	16	35	23	18	±10	3.3	±0.2	
Enlisted	99	±1	12	18	26	28	17	±3	3.2	±0.1	
E1 – E4	99	±2	12	17	27	25	19	±5	3.2	±0.2	
E5 – E9	99	±2	11	19	24	30	15	±5	3.2	±0.1	
Officers	99	±1	8	19	26	30	17	±4	3.3	±0.1	
AIAN	100	±1	6	27	26	21	20	±12	3.2	±0.3	
ARNG	99	±1	4	31	21	19	25	±18	3.3	±0.5	
USAR	99	±1	4	NR	NR	NR	7	±7	3.0	±0.4	
USNR	99	±1	NR	NR	NR	11	15	±15	2.7	±0.7	
ANG	100	±0	4	10	NR	NR	NR	±9	NR		
USAFR	100	±1	6	13	25	14	NR	±12	3.7	±0.5	
Enlisted	100	±1	5	28	26	21	19	±13	3.2	±0.3	
Officers	100	±1	9	11	30	21	29	±16	3.5	±0.4	
ASIAN	99	±1	10	13	32	34	11	±5	3.2	±0.2	
ARNG	99	±1	15	11	30	36	8	±11	3.1	±0.3	
USAR	100	±1	7	13	38	32	9	±9	3.2	±0.2	
USNR	100	±1	9	19	26	34	12	±13	3.2	±0.3	
USMCR	99	±2	4	NR	35	39	10	±15	3.4	±0.3	
ANG	100	±1	9	13	33	30	16	±5	3.3	±0.2	
USAFR	99	±1	NR	9	28	32	19	±15	3.4	±0.4	
Enlisted	99	±1	11	11	33	34	11	±6	3.2	±0.2	
Officers	100	±1	7	18	28	34	13	±5	3.3	±0.2	
NHPI	100	±1	10	10	31	29	20	±13	3.4	±0.3	
ARNG	100	±0	NR	5	NR	NR	15	±15	3.2	±0.6	
USAR	99	±2	8	13	28	33	19	±7	3.4	±0.2	
USNR	100	±0	NR	7	NR	NR	NR	±14	3.7	±0.3	
ANG	100	±0	5	10	23	NR	NR	±14	3.8	±0.5	
USAFR	100	±1	5	22	24	26	22	±11	3.4	±0.3	
Enlisted	100	±1	11	10	30	28	21	±15	3.4	±0.4	
Officers	100	±0	6	8	34	NR	14	±17	3.4	±0.3	
TWO OR MORE RACES	100	±1	7	12	31	31	18	±9	3.4	±0.2	
ARNG	100	±0	2	15	39	25	19	±16	3.4	±0.3	
USAR	100	±1	NR	11	NR	NR	NR	±11	3.4	±0.5	
USNR	99	±1	6	10	NR	35	12	±14	3.4	±0.2	
USMCR	100	±0	3	5	NR	NR	10	±12	3.5	±0.4	
ANG	100	±1	5	9	NR	NR	NR	±6	3.6	±0.3	
USAFR	100	±0	NR	11	10	NR	11	±16	3.1	±0.6	
Enlisted	100	±1	7	11	33	32	18	±10	3.4	±0.2	
Officers	100	±0	11	22	23	29	15	±12	3.1	±0.3	
USCGR	100	±1	6	16	27	36	14	±4	3.3	±0.1	
White	100	±1	6	16	28	38	13	±5	3.3	±0.1	
Black	100	±0	8	24	21	29	18	±15	3.2	±0.4	
Hispanic	100	±0	4	15	29	33	20	±11	3.5	±0.3	
Other Race/Ethnicity	99	±1	8	19	28	31	13	±9	3.2	±0.3	
Enlisted	100	±1	7	16	28	36	12	±5	3.3	±0.1	
E1 – E4	100	±1	9	13	30	34	14	±8	3.3	±0.2	
E5 – E9	100	±1	5	19	27	38	11	±5	3.3	±0.2	
Officers	100	±1	3	17	23	37	20	±7	3.5	±0.2	

NR: Not reportable

**43. How much do you agree or disagree with the following statements about your military workplace?****e. My supervisor, or someone at work, seems to care about me as a person.**1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	99	±1	4	4	19	45	28	±2	3.9	±0.1	
ARNG	99	±1	5	5	19	44	27	±3	3.8	±0.1	
USAR	99	±1	4	5	21	46	25	±3	3.8	±0.1	
USNR	99	±1	3	4	18	46	29	±4	3.9	±0.1	
USMCR	99	±1	5	5	20	46	24	±5	3.8	±0.1	
ANG	100	±1	3	3	15	46	33	±4	4.1	±0.1	
USAFR	100	±1	3	3	15	46	33	±4	4.0	±0.1	
Enlisted	99	±1	4	4	19	45	28	±2	3.9	±0.1	
E1 – E4	99	±1	5	5	21	41	29	±3	3.8	±0.1	
E5 – E9	99	±1	4	4	17	48	27	±3	3.9	±0.1	
Officers	100	±1	3	4	16	47	30	±2	4.0	±0.1	
O1 – O3	100	±1	3	4	17	48	27	±3	3.9	±0.1	
O4 – O6	100	±1	2	4	15	46	33	±3	4.0	±0.1	
Male	99	±1	4	4	19	45	28	±2	3.9	±0.1	
Female	99	±1	5	4	18	43	30	±3	3.9	±0.1	
AGR/FTS/AR	100	±1	6	5	15	45	28	±4	3.9	±0.1	
Other Selected Reserve	99	±1	4	4	19	45	28	±2	3.9	±0.1	
Reserve Unit	99	±1	4	4	19	45	28	±2	3.9	±0.1	
Military Technician	99	±1	2	4	19	45	31	±5	4.0	±0.1	
IMA	100	±1	1	3	14	47	35	±6	4.1	±0.1	
Not Activated Past 12 Months	99	±1	4	4	18	46	28	±2	3.9	±0.1	
Activated Past 12 Months	99	±1	5	5	20	43	26	±4	3.8	±0.1	
Not Deployed Past 12 Months	99	±1	3	4	19	45	29	±2	3.9	±0.1	
Deployed Past 12 Months	99	±1	6	5	19	44	26	±3	3.8	±0.1	
Deployed OIF/OEF	99	±1	5	5	20	45	25	±4	3.8	±0.1	
WHITE	99	±1	4	4	18	45	29	±2	3.9	±0.1	
ARNG	99	±1	5	4	20	43	28	±3	3.9	±0.1	
USAR	99	±1	3	4	20	47	26	±5	3.9	±0.1	
USNR	98	±2	2	4	17	47	30	±5	4.0	±0.1	
USMCR	100	±1	4	5	22	46	23	±6	3.8	±0.2	
ANG	100	±0	3	2	15	46	33	±5	4.1	±0.1	
USAFR	100	±0	2	2	14	48	34	±5	4.1	±0.1	
Enlisted	99	±1	4	4	19	45	28	±3	3.9	±0.1	
E1 – E4	99	±1	5	4	21	40	30	±4	3.9	±0.1	
E5 – E9	99	±1	3	4	17	49	27	±3	3.9	±0.1	
Officers	100	±1	2	4	16	47	31	±3	4.0	±0.1	
BLACK	99	±1	5	5	18	45	27	±3	3.8	±0.1	
ARNG	99	±2	5	6	17	44	29	±5	3.8	±0.1	
USAR	99	±1	5	5	19	47	24	±4	3.8	±0.1	
USNR	100	±1	3	6	21	48	23	±4	3.8	±0.1	
USMCR	99	±1	3	4	15	47	32	±9	4.0	±0.2	
ANG	99	±1	4	4	17	49	27	±4	3.9	±0.1	
USAFR	99	±1	3	5	18	43	30	±3	3.9	±0.1	
Enlisted	99	±1	5	5	18	45	27	±3	3.8	±0.1	
E1 – E4	99	±1	7	5	19	41	28	±5	3.8	±0.1	
E5 – E9	99	±1	4	5	17	48	27	±3	3.9	±0.1	
Officers	99	±1	3	5	19	49	24	±3	3.8	±0.1	

Note. Percent responding are Reserve component members who answered the question. Items 43.a through 43.p are used by permission of the copyright holder, The Gallup Organization, 901 F Street N.W., Washington, D.C. 20004.

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43e. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
HISPANIC	99	±1	5	6	20	43	26	±3	3.8	±0.1	
ARNG	99	±2	6	9	19	43	24	±6	3.7	±0.2	
USAR	99	±1	5	5	25	43	23	±6	3.7	±0.2	
USNR	99	±1	4	4	19	40	32	±8	3.9	±0.2	
USMCR	99	±1	9	4	16	45	26	±9	3.8	±0.3	
ANG	100	±1	3	3	13	48	32	±8	4.0	±0.2	
USAFR	99	±1	2	3	22	41	33	±10	4.0	±0.2	
Enlisted	99	±1	5	6	20	43	26	±4	3.8	±0.1	
E1 – E4	99	±2	6	5	23	41	25	±6	3.7	±0.2	
E5 – E9	99	±1	5	7	19	44	26	±5	3.8	±0.1	
Officers	99	±1	4	4	17	46	29	±5	3.9	±0.1	
AIAN	100	±1	2	12	15	40	32	±11	3.9	±0.3	
ARNG	100	±1	2	NR	16	35	36	±17	3.9	±0.4	
USAR	99	±1	2	NR	9	NR	13	±10	3.6	±0.5	
USNR	100	±0	2	6	NR	NR	22	±16	3.7	±0.3	
ANG	100	±0	1	3	7	NR	NR	±7	4.3	±0.4	
USAFR	100	±0	1	4	14	28	NR	±12	4.3	±0.3	
Enlisted	100	±1	1	12	14	41	31	±12	3.9	±0.3	
Officers	100	±0	6	5	21	32	37	±15	3.9	±0.4	
ASIAN	99	±1	5	4	19	48	23	±5	3.8	±0.1	
ARNG	100	±1	7	4	18	51	20	±11	3.7	±0.3	
USAR	99	±1	3	5	27	48	17	±9	3.7	±0.1	
USNR	100	±1	NR	3	15	49	27	±9	3.9	±0.3	
USMCR	99	±2	1	4	21	50	25	±14	3.9	±0.2	
ANG	99	±1	2	4	17	49	28	±5	4.0	±0.1	
USAFR	99	±1	NR	NR	9	37	37	±15	3.8	±0.5	
Enlisted	99	±1	6	4	20	48	22	±6	3.8	±0.2	
Officers	100	±1	3	5	18	50	25	±5	3.9	±0.1	
NHPI	100	±1	NR	3	12	51	27	±11	3.9	±0.3	
ARNG	100	±0	NR	NR	4	NR	18	±16	NR		
USAR	98	±2	3	3	20	47	27	±7	3.9	±0.2	
USNR	100	±0	1	NR	10	NR	NR	±16	4.0	±0.2	
ANG	100	±0	2	3	10	NR	NR	±8	4.3	±0.4	
USAFR	100	±0	4	1	19	43	33	±11	4.0	±0.2	
Enlisted	99	±1	NR	3	11	50	28	±12	3.9	±0.4	
Officers	100	±0	2	1	14	61	23	±16	4.0	±0.2	
TWO OR MORE RACES	99	±2	5	4	19	41	30	±9	3.9	±0.2	
ARNG	99	±2	NR	3	18	47	28	±16	3.9	±0.4	
USAR	100	±1	NR	3	NR	23	NR	±16	3.7	±0.5	
USNR	99	±1	2	5	NR	38	24	±14	3.8	±0.3	
USMCR	100	±0	1	NR	6	NR	NR	±14	4.3	±0.4	
ANG	100	±1	2	3	8	NR	NR	±5	4.3	±0.3	
USAFR	98	±5	NR	7	9	NR	19	±15	3.6	±0.5	
Enlisted	99	±1	5	3	19	42	30	±10	3.9	±0.3	
Officers	98	±4	5	9	18	39	29	±12	3.8	±0.3	
USCGR	100	±1	2	5	17	50	26	±4	3.9	±0.1	
White	100	±1	2	5	16	51	25	±5	3.9	±0.1	
Black	100	±0	NR	NR	23	47	29	±15	4.0	±0.3	
Hispanic	100	±0	1	5	24	41	29	±11	3.9	±0.2	
Other Race/Ethnicity	99	±3	4	5	15	55	21	±9	3.8	±0.2	
Enlisted	100	±1	2	6	18	51	24	±5	3.9	±0.1	
E1 – E4	100	±0	2	8	19	46	25	±8	3.8	±0.2	
E5 – E9	100	±1	2	4	17	54	23	±5	3.9	±0.1	
Officers	99	±2	1	2	14	49	34	±7	4.1	±0.1	

NR: Not reportable

**43. How much do you agree or disagree with the following statements about your military workplace?****f. There is someone at work who encourages my development.**1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	99	±1	4	7	19	44	26	±2	3.8	±0.1	
ARNG	99	±1	5	7	20	43	26	±3	3.8	±0.1	
USAR	99	±1	4	8	21	46	22	±3	3.8	±0.1	
USNR	99	±1	3	5	18	45	28	±4	3.9	±0.1	
USMCR	100	±1	4	6	18	48	23	±5	3.8	±0.1	
ANG	100	±1	2	6	19	42	31	±4	3.9	±0.1	
USAFR	100	±1	3	8	17	44	28	±4	3.9	±0.1	
Enlisted	99	±1	4	7	19	44	26	±2	3.8	±0.1	
E1 – E4	99	±1	5	5	19	41	31	±3	3.9	±0.1	
E5 – E9	100	±1	3	8	20	46	23	±3	3.8	±0.1	
Officers	100	±1	3	9	20	45	24	±2	3.8	±0.1	
O1 – O3	100	±1	3	8	18	47	24	±3	3.8	±0.1	
O4 – O6	100	±1	3	9	20	43	24	±3	3.8	±0.1	
Male	99	±1	4	7	19	45	25	±2	3.8	±0.1	
Female	99	±1	4	8	19	40	29	±3	3.8	±0.1	
AGR/FTS/AR	99	±1	4	11	20	42	23	±4	3.7	±0.1	
Other Selected Reserve	99	±1	4	7	19	44	26	±2	3.8	±0.1	
Reserve Unit	99	±1	4	7	19	44	26	±2	3.8	±0.1	
Military Technician	100	±1	3	6	21	44	26	±5	3.8	±0.1	
IMA	100	±1	1	7	23	43	27	±5	3.9	±0.1	
Not Activated Past 12 Months	99	±1	3	7	19	45	26	±2	3.8	±0.1	
Activated Past 12 Months	100	±1	5	7	21	40	26	±4	3.7	±0.1	
Not Deployed Past 12 Months	100	±1	3	7	19	44	27	±2	3.8	±0.1	
Deployed Past 12 Months	99	±1	5	8	20	43	24	±3	3.7	±0.1	
Deployed OIF/OEF	99	±1	5	9	20	44	22	±4	3.7	±0.1	
WHITE	100	±1	4	7	19	44	26	±2	3.8	±0.1	
ARNG	99	±1	5	7	20	43	26	±3	3.8	±0.1	
USAR	100	±1	3	8	19	48	22	±5	3.8	±0.1	
USNR	99	±2	3	5	19	45	28	±5	3.9	±0.1	
USMCR	100	±1	5	6	18	50	21	±6	3.8	±0.2	
ANG	100	±1	1	6	19	42	31	±5	3.9	±0.1	
USAFR	100	±1	2	8	16	45	29	±6	3.9	±0.2	
Enlisted	99	±1	4	7	19	44	26	±3	3.8	±0.1	
E1 – E4	99	±1	4	6	18	40	32	±4	3.9	±0.1	
E5 – E9	100	±1	3	7	20	47	23	±3	3.8	±0.1	
Officers	100	±1	3	8	20	46	24	±3	3.8	±0.1	
BLACK	99	±1	5	8	19	42	26	±3	3.8	±0.1	
ARNG	99	±1	6	8	17	41	29	±5	3.8	±0.1	
USAR	99	±1	5	8	22	43	23	±4	3.7	±0.1	
USNR	100	±1	3	7	18	46	26	±5	3.9	±0.1	
USMCR	99	±1	3	4	19	42	32	±9	3.9	±0.2	
ANG	100	±1	4	8	18	44	26	±4	3.8	±0.1	
USAFR	99	±1	3	10	17	42	28	±3	3.8	±0.1	
Enlisted	99	±1	5	7	19	42	27	±3	3.8	±0.1	
E1 – E4	99	±1	7	5	17	42	30	±5	3.8	±0.1	
E5 – E9	99	±1	3	9	20	42	25	±3	3.8	±0.1	
Officers	99	±1	4	11	22	42	21	±3	3.7	±0.1	

Note. Percent responding are Reserve component members who answered the question. Items 43.a through 43.p are used by permission of the copyright holder, The Gallup Organization, 901 F Street N.W., Washington, D.C. 20004.

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43f. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
HISPANIC	100	±1	4	7	23	42	25	±3	3.8	±0.1	
ARNG	100	±1	4	9	22	41	24	±6	3.7	±0.2	
USAR	99	±1	4	6	25	42	23	±6	3.7	±0.2	
USNR	99	±1	2	7	17	42	32	±8	4.0	±0.2	
USMCR	99	±1	4	7	21	42	27	±8	3.8	±0.2	
ANG	99	±1	3	6	19	45	26	±8	3.9	±0.2	
USAFR	100	±1	3	5	29	39	25	±10	3.8	±0.2	
Enlisted	100	±1	3	7	23	42	25	±4	3.8	±0.1	
E1 – E4	99	±1	4	5	24	42	26	±6	3.8	±0.2	
E5 – E9	100	±1	3	9	22	42	24	±5	3.7	±0.1	
Officers	99	±1	5	9	21	41	24	±5	3.7	±0.1	
AIAN	100	±1	3	9	18	39	31	±11	3.9	±0.3	
ARNG	100	±1	1	7	16	39	36	±17	4.0	±0.3	
USAR	99	±1	2	3	NR	NR	11	±9	3.7	±0.3	
USNR	99	±1	NR	4	NR	24	21	±16	NR		
ANG	100	±0	1	NR	8	NR	NR	±8	NR		
USAFR	100	±0	2	6	16	28	NR	±12	4.1	±0.3	
Enlisted	100	±1	3	8	18	39	31	±12	3.9	±0.3	
Officers	100	±1	2	10	19	36	33	±16	3.9	±0.3	
ASIAN	100	±1	4	7	20	49	20	±5	3.7	±0.1	
ARNG	100	±1	4	8	22	47	19	±11	3.7	±0.2	
USAR	100	±0	3	6	27	50	15	±9	3.7	±0.1	
USNR	100	±1	NR	4	13	54	24	±9	3.9	±0.3	
USMCR	100	±1	2	NR	17	53	19	±14	3.8	±0.3	
ANG	99	±1	3	5	18	49	24	±5	3.9	±0.1	
USAFR	100	±1	NR	NR	12	42	27	±14	3.7	±0.5	
Enlisted	100	±1	4	7	20	49	20	±6	3.7	±0.2	
Officers	100	±1	3	8	20	49	20	±5	3.7	±0.1	
NHPI	100	±1	3	4	21	45	27	±14	3.9	±0.2	
ARNG	100	±0	6	1	NR	NR	17	±16	3.7	±0.4	
USAR	99	±1	2	5	15	50	29	±7	4.0	±0.2	
USNR	100	±0	NR	1	9	NR	NR	±15	4.0	±0.2	
ANG	100	±0	2	NR	11	27	NR	±15	4.1	±0.5	
USAFR	100	±0	2	7	12	52	28	±11	4.0	±0.2	
Enlisted	100	±1	4	3	21	45	27	±15	3.9	±0.2	
Officers	100	±0	2	NR	21	NR	19	±16	3.6	±0.5	
TWO OR MORE RACES	100	±1	6	5	18	39	31	±9	3.9	±0.2	
ARNG	100	±0	NR	4	17	47	28	±16	3.9	±0.4	
USAR	100	±1	NR	4	NR	28	NR	±17	3.7	±0.6	
USNR	99	±2	3	5	18	35	NR	±14	4.0	±0.3	
USMCR	100	±0	1	NR	12	NR	NR	±14	4.2	±0.4	
ANG	100	±1	NR	6	11	33	NR	±18	4.1	±0.4	
USAFR	100	±1	NR	7	NR	NR	20	±16	3.5	±0.5	
Enlisted	100	±1	5	4	18	40	33	±10	3.9	±0.3	
Officers	100	±0	12	10	18	37	23	±14	3.5	±0.4	
USCGR	100	±1	3	6	19	51	21	±4	3.8	±0.1	
White	100	±1	2	7	18	52	21	±5	3.8	±0.1	
Black	100	±0	NR	NR	25	52	19	±14	3.8	±0.3	
Hispanic	100	±0	5	5	22	42	26	±11	3.8	±0.3	
Other Race/Ethnicity	100	±0	5	6	20	49	20	±9	3.7	±0.2	
Enlisted	100	±1	3	6	20	51	20	±5	3.8	±0.1	
E1 – E4	100	±0	3	8	20	43	27	±8	3.8	±0.2	
E5 – E9	100	±1	3	5	20	57	14	±5	3.7	±0.1	
Officers	100	±0	1	6	15	49	28	±7	4.0	±0.2	

NR: Not reportable

**43. How much do you agree or disagree with the following statements about your military workplace?****g. At work, my opinions seem to count.**1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	99	±1	6	8	21	43	23	±2	3.7	±0.1	
ARNG	99	±1	7	9	22	41	22	±3	3.6	±0.1	
USAR	99	±1	5	8	22	43	21	±3	3.7	±0.1	
USNR	99	±1	3	5	20	45	28	±4	3.9	±0.1	
USMCR	99	±1	7	10	23	39	20	±5	3.5	±0.1	
ANG	99	±1	4	7	18	46	24	±4	3.8	±0.1	
USAFR	100	±1	3	7	18	46	26	±4	3.8	±0.1	
Enlisted	99	±1	6	9	22	41	22	±2	3.6	±0.1	
E1 – E4	99	±1	8	10	27	35	20	±3	3.5	±0.1	
E5 – E9	99	±1	5	8	18	46	23	±3	3.8	±0.1	
Officers	100	±1	3	5	14	49	29	±2	4.0	±0.1	
O1 – O3	99	±1	4	6	16	50	24	±3	3.8	±0.1	
O4 – O6	100	±1	3	4	12	48	33	±3	4.0	±0.1	
Male	99	±1	5	8	20	44	23	±2	3.7	±0.1	
Female	99	±1	7	10	24	38	22	±3	3.6	±0.1	
AGR/FTS/AR	99	±1	5	11	15	43	25	±4	3.7	±0.1	
Other Selected Reserve	99	±1	6	8	21	43	23	±2	3.7	±0.1	
Reserve Unit	99	±1	6	8	22	42	22	±2	3.7	±0.1	
Military Technician	99	±1	4	7	18	46	25	±5	3.8	±0.1	
IMA	100	±1	1	4	15	49	31	±6	4.0	±0.1	
Not Activated Past 12 Months	99	±1	5	8	21	43	24	±2	3.7	±0.1	
Activated Past 12 Months	99	±1	8	9	22	42	19	±4	3.6	±0.1	
Not Deployed Past 12 Months	99	±1	5	8	21	43	24	±2	3.7	±0.1	
Deployed Past 12 Months	99	±1	7	10	22	41	20	±3	3.6	±0.1	
Deployed OIF/OEF	99	±1	7	11	23	40	19	±4	3.5	±0.1	
WHITE	99	±1	5	8	20	43	23	±2	3.7	±0.1	
ARNG	99	±1	7	9	21	41	22	±3	3.6	±0.1	
USAR	99	±1	5	9	20	44	22	±5	3.7	±0.1	
USNR	99	±2	3	4	18	46	30	±5	4.0	±0.1	
USMCR	100	±1	8	10	23	39	20	±6	3.5	±0.2	
ANG	99	±1	3	7	18	47	25	±5	3.8	±0.1	
USAFR	100	±1	2	6	16	49	27	±6	3.9	±0.1	
Enlisted	99	±1	6	9	21	42	22	±3	3.7	±0.1	
E1 – E4	98	±1	8	10	27	35	21	±4	3.5	±0.1	
E5 – E9	99	±1	4	7	17	48	23	±3	3.8	±0.1	
Officers	100	±1	3	5	13	50	30	±3	4.0	±0.1	
BLACK	98	±1	7	9	23	40	21	±3	3.6	±0.1	
ARNG	97	±2	8	9	23	39	22	±4	3.6	±0.1	
USAR	99	±1	7	9	26	40	19	±4	3.6	±0.1	
USNR	99	±1	4	8	23	43	22	±5	3.7	±0.1	
USMCR	99	±2	6	8	18	44	24	±9	3.7	±0.2	
ANG	99	±1	6	9	22	43	20	±4	3.6	±0.1	
USAFR	99	±1	4	10	20	42	23	±3	3.7	±0.1	
Enlisted	98	±1	7	9	24	39	21	±3	3.6	±0.1	
E1 – E4	98	±2	11	9	28	34	19	±5	3.4	±0.2	
E5 – E9	98	±1	5	9	21	43	22	±3	3.7	±0.1	
Officers	99	±1	3	7	21	47	22	±4	3.8	±0.1	

Note. Percent responding are Reserve component members who answered the question. Items 43.a through 43.p are used by permission of the copyright holder, The Gallup Organization, 901 F Street N.W., Washington, D.C. 20004.



2007 Workplace and Equal Opportunity Survey of Reserve Component Members

43g. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
HISPANIC	99	±1	5	9	24	40	22	±3	3.6	±0.1	
ARNG	100	±1	6	11	25	37	22	±6	3.6	±0.2	
USAR	100	±1	6	7	24	42	21	±6	3.7	±0.2	
USNR	99	±1	3	5	22	43	27	±8	3.9	±0.2	
USMCR	98	±4	5	10	31	33	20	±9	3.5	±0.2	
ANG	99	±1	7	8	18	50	17	±9	3.6	±0.2	
USAFR	100	±1	3	9	27	35	27	±10	3.7	±0.2	
Enlisted	99	±1	6	9	25	39	21	±4	3.6	±0.1	
E1 – E4	99	±1	5	12	31	33	20	±5	3.5	±0.2	
E5 – E9	99	±1	6	7	21	44	23	±5	3.7	±0.1	
Officers	99	±1	3	5	17	46	28	±5	3.9	±0.1	
AIAN	100	±1	5	11	17	40	28	±11	3.7	±0.3	
ARNG	100	±1	NR	13	15	36	29	±17	3.7	±0.4	
USAR	99	±1	2	3	NR	NR	9	±9	3.7	±0.3	
USNR	99	±1	2	7	14	NR	NR	±10	4.0	±0.4	
ANG	100	±1	3	NR	6	NR	NR	±6	NR		
USAFR	99	±2	3	7	13	30	NR	±13	4.1	±0.4	
Enlisted	100	±1	5	12	17	40	27	±12	3.7	±0.3	
Officers	99	±1	5	4	11	45	35	±15	4.0	±0.3	
ASIAN	100	±1	6	9	24	44	17	±5	3.6	±0.2	
ARNG	99	±1	8	12	23	41	16	±11	3.4	±0.3	
USAR	100	±1	4	9	28	49	11	±9	3.5	±0.1	
USNR	100	±1	NR	4	25	42	23	±10	3.7	±0.3	
USMCR	100	±1	3	14	18	51	15	±16	3.6	±0.3	
ANG	99	±1	3	6	25	45	22	±5	3.8	±0.1	
USAFR	100	±1	NR	NR	19	35	25	±15	3.5	±0.5	
Enlisted	99	±1	7	10	25	43	15	±6	3.5	±0.2	
Officers	100	±1	3	6	19	47	25	±5	3.8	±0.2	
NHPI	99	±1	4	3	24	45	24	±13	3.8	±0.2	
ARNG	100	±0	3	1	NR	NR	17	±16	3.7	±0.3	
USAR	98	±2	4	4	20	48	24	±7	3.8	±0.2	
USNR	97	±6	NR	3	10	NR	NR	±16	3.9	±0.3	
ANG	100	±1	3	2	15	NR	NR	±10	4.2	±0.4	
USAFR	100	±1	3	6	18	47	25	±11	3.9	±0.3	
Enlisted	99	±1	4	3	25	44	24	±14	3.8	±0.2	
Officers	99	±2	1	3	17	NR	22	±16	4.0	±0.2	
TWO OR MORE RACES	99	±2	6	5	18	49	22	±9	3.8	±0.2	
ARNG	99	±3	NR	4	20	54	18	±15	3.8	±0.3	
USAR	100	±1	NR	3	14	NR	NR	±13	3.7	±0.5	
USNR	99	±2	4	6	20	51	19	±15	3.8	±0.2	
USMCR	100	±0	2	NR	9	NR	NR	±14	4.1	±0.5	
ANG	99	±1	8	5	17	29	NR	±17	3.9	±0.5	
USAFR	99	±2	6	11	NR	NR	13	±16	3.5	±0.3	
Enlisted	99	±2	5	5	18	50	22	±10	3.8	±0.2	
Officers	100	±0	14	3	18	41	23	±13	3.6	±0.4	
USCGR	100	±1	3	10	18	47	22	±4	3.7	±0.1	
White	100	±1	4	11	15	48	21	±5	3.7	±0.1	
Black	100	±0	NR	9	25	49	15	±14	3.7	±0.3	
Hispanic	100	±0	3	3	25	37	32	±11	3.9	±0.3	
Other Race/Ethnicity	100	±0	5	6	26	47	17	±9	3.7	±0.2	
Enlisted	100	±1	4	11	18	48	19	±5	3.7	±0.1	
E1 – E4	99	±2	5	19	18	40	18	±8	3.5	±0.2	
E5 – E9	100	±0	3	5	19	54	19	±5	3.8	±0.1	
Officers	100	±0	1	5	14	44	35	±7	4.1	±0.2	

NR: Not reportable

**43. How much do you agree or disagree with the following statements about your military workplace?****h. The mission/purpose of my National Guard/Reserve component makes me feel my job is important.**1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	99	±1	5	6	18	43	28	±2	3.8	±0.1	
ARNG	99	±1	6	6	19	41	28	±3	3.8	±0.1	
USAR	99	±1	5	7	20	44	24	±3	3.7	±0.1	
USNR	99	±1	3	6	18	45	28	±4	3.9	±0.1	
USMCR	99	±1	7	9	23	42	20	±5	3.6	±0.1	
ANG	100	±1	2	5	14	43	36	±4	4.0	±0.1	
USAFR	99	±1	3	3	14	46	33	±4	4.0	±0.1	
Enlisted	99	±1	5	6	19	42	27	±2	3.8	±0.1	
E1 – E4	99	±1	8	7	23	36	25	±3	3.6	±0.1	
E5 – E9	99	±1	3	6	16	47	28	±3	3.9	±0.1	
Officers	100	±1	3	5	14	46	33	±2	4.0	±0.1	
O1 – O3	99	±1	3	7	16	46	27	±3	3.9	±0.1	
O4 – O6	100	±1	2	3	11	46	37	±3	4.1	±0.1	
Male	99	±1	5	6	18	43	28	±2	3.8	±0.1	
Female	99	±1	5	7	21	41	27	±3	3.8	±0.1	
AGR/FTS/AR	99	±1	2	6	13	48	31	±4	4.0	±0.1	
Other Selected Reserve	99	±1	5	6	19	42	28	±2	3.8	±0.1	
Reserve Unit	99	±1	5	6	19	42	27	±2	3.8	±0.1	
Military Technician	100	±1	3	5	17	43	33	±5	4.0	±0.1	
IMA	100	±1	2	3	15	44	35	±6	4.1	±0.1	
Not Activated Past 12 Months	99	±1	4	6	19	43	27	±2	3.8	±0.1	
Activated Past 12 Months	100	±1	7	7	20	39	27	±4	3.7	±0.1	
Not Deployed Past 12 Months	99	±1	4	6	18	43	28	±2	3.9	±0.1	
Deployed Past 12 Months	99	±1	6	7	18	41	27	±3	3.8	±0.1	
Deployed OIF/OEF	99	±1	7	8	19	40	26	±4	3.7	±0.1	
WHITE	99	±1	5	6	18	42	29	±2	3.8	±0.1	
ARNG	99	±1	6	6	20	40	28	±3	3.8	±0.1	
USAR	100	±1	5	7	19	44	24	±5	3.8	±0.1	
USNR	99	±2	3	6	17	45	30	±5	3.9	±0.1	
USMCR	100	±1	8	9	22	42	18	±6	3.5	±0.2	
ANG	100	±1	2	6	13	43	37	±5	4.1	±0.1	
USAFR	99	±1	3	3	13	47	34	±6	4.0	±0.1	
Enlisted	99	±1	6	6	19	41	28	±3	3.8	±0.1	
E1 – E4	99	±1	8	7	24	34	27	±4	3.6	±0.1	
E5 – E9	99	±1	4	6	16	46	28	±3	3.9	±0.1	
Officers	100	±1	2	5	13	46	34	±3	4.0	±0.1	
BLACK	99	±1	5	6	19	44	26	±3	3.8	±0.1	
ARNG	99	±1	5	6	20	42	28	±5	3.8	±0.1	
USAR	99	±1	5	6	21	44	24	±4	3.7	±0.1	
USNR	99	±1	4	5	20	45	25	±4	3.8	±0.1	
USMCR	98	±2	4	7	19	39	30	±8	3.8	±0.2	
ANG	99	±1	4	6	15	48	27	±4	3.9	±0.1	
USAFR	99	±1	3	5	16	47	30	±3	4.0	±0.1	
Enlisted	99	±1	5	6	20	43	26	±3	3.8	±0.1	
E1 – E4	99	±1	8	6	24	39	23	±5	3.6	±0.1	
E5 – E9	99	±1	3	5	17	46	28	±3	3.9	±0.1	
Officers	99	±1	2	5	16	48	29	±3	3.9	±0.1	

Note. Percent responding are Reserve component members who answered the question. Items 43.a through 43.p are used by permission of the copyright holder, The Gallup Organization, 901 F Street N.W., Washington, D.C. 20004.

43h. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
HISPANIC	99	±1	4	7	18	43	28	±3	3.8	±0.1	
ARNG	99	±2	5	7	16	43	29	±6	3.8	±0.2	
USAR	99	±1	5	8	19	44	24	±6	3.8	±0.2	
USNR	99	±2	2	9	18	44	27	±8	3.9	±0.2	
USMCR	99	±1	7	6	23	40	25	±8	3.7	±0.2	
ANG	99	±1	2	3	22	45	29	±10	4.0	±0.2	
USAFR	100	±1	2	3	19	40	35	±9	4.0	±0.2	
Enlisted	99	±1	4	7	19	43	27	±4	3.8	±0.1	
E1 – E4	99	±2	5	8	24	38	25	±6	3.7	±0.2	
E5 – E9	99	±1	3	5	15	47	29	±5	3.9	±0.1	
Officers	99	±1	4	4	14	45	32	±5	4.0	±0.1	
AIAN	100	±1	5	9	16	41	29	±11	3.8	±0.3	
ARNG	100	±1	2	12	14	37	36	±17	3.9	±0.4	
USAR	99	±1	NR	2	NR	NR	8	±7	NR		
USNR	99	±1	3	NR	NR	NR	23	±17	3.4	±0.6	
ANG	100	±0	0	2	7	NR	NR	±7	4.3	±0.4	
USAFR	100	±0	NR	3	13	32	NR	±13	NR		
Enlisted	100	±1	4	9	17	41	28	±12	3.8	±0.3	
Officers	100	±1	NR	8	12	35	39	±15	3.9	±0.4	
ASIAN	100	±1	6	7	19	48	20	±5	3.7	±0.2	
ARNG	100	±1	8	9	17	49	17	±11	3.6	±0.3	
USAR	100	±1	4	7	22	53	14	±8	3.7	±0.1	
USNR	100	±1	NR	4	20	45	24	±10	3.8	±0.3	
USMCR	100	±1	3	NR	26	47	15	±14	3.6	±0.3	
ANG	99	±1	3	2	15	50	30	±5	4.0	±0.1	
USAFR	100	±1	NR	NR	17	35	29	±16	3.6	±0.5	
Enlisted	100	±1	7	7	20	47	18	±6	3.6	±0.2	
Officers	100	±1	3	5	16	50	27	±5	3.9	±0.1	
NHPI	100	±1	3	3	16	50	28	±11	4.0	±0.2	
ARNG	100	±1	3	NR	NR	NR	18	±16	3.8	±0.3	
USAR	99	±1	3	3	16	48	30	±7	4.0	±0.2	
USNR	100	±0	4	NR	NR	NR	NR	±12	3.9	±0.3	
ANG	100	±1	2	0	11	NR	NR	±9	4.4	±0.3	
USAFR	100	±0	1	9	16	40	33	±11	4.0	±0.2	
Enlisted	100	±1	3	4	17	48	28	±12	4.0	±0.2	
Officers	99	±1	2	0	6	65	27	±16	4.1	±0.2	
TWO OR MORE RACES	100	±1	4	7	16	50	24	±9	3.8	±0.2	
ARNG	100	±1	1	3	11	62	24	±15	4.0	±0.2	
USAR	100	±1	NR	NR	NR	NR	18	±17	3.3	±0.5	
USNR	99	±2	6	4	19	NR	21	±12	3.8	±0.2	
USMCR	100	±0	1	2	NR	NR	13	±14	3.7	±0.4	
ANG	100	±1	7	3	17	29	NR	±17	4.0	±0.5	
USAFR	100	±1	3	5	12	66	14	±16	3.8	±0.2	
Enlisted	100	±1	3	7	16	51	23	±10	3.8	±0.2	
Officers	100	±1	8	6	16	44	26	±14	3.8	±0.3	
USCGR	99	±1	3	9	16	48	23	±4	3.8	±0.1	
White	99	±1	3	9	16	49	23	±5	3.8	±0.1	
Black	100	±0	NR	5	17	57	21	±15	3.9	±0.3	
Hispanic	99	±3	5	5	17	41	31	±11	3.9	±0.3	
Other Race/Ethnicity	100	±0	5	10	17	44	24	±9	3.7	±0.3	
Enlisted	99	±1	4	10	17	48	21	±5	3.7	±0.1	
E1 – E4	99	±2	7	14	18	42	19	±8	3.5	±0.2	
E5 – E9	99	±1	2	6	16	54	22	±5	3.9	±0.1	
Officers	100	±1	1	4	12	48	36	±7	4.1	±0.1	

NR: Not reportable

**43. How much do you agree or disagree with the following statements about your military workplace?****i. My coworkers are committed to doing quality work.**1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	99	±1	3	6	21	46	24	±2	3.8	±0.1	
ARNG	99	±1	3	6	22	45	24	±3	3.8	±0.1	
USAR	99	±1	3	8	24	45	20	±3	3.7	±0.1	
USNR	99	±1	2	4	19	49	26	±4	3.9	±0.1	
USMCR	100	±1	4	8	22	44	21	±5	3.7	±0.1	
ANG	100	±1	1	5	15	49	30	±4	4.0	±0.1	
USAFR	99	±1	2	5	16	50	27	±4	4.0	±0.1	
Enlisted	99	±1	3	7	22	45	23	±2	3.8	±0.1	
E1 – E4	99	±1	4	6	25	41	24	±3	3.7	±0.1	
E5 – E9	99	±1	2	7	20	49	22	±3	3.8	±0.1	
Officers	100	±1	1	3	14	51	30	±2	4.1	±0.1	
O1 – O3	100	±1	2	4	18	51	25	±3	3.9	±0.1	
O4 – O6	100	±1	1	3	11	50	35	±3	4.2	±0.1	
Male	99	±1	3	6	20	47	24	±2	3.8	±0.1	
Female	99	±1	4	7	23	44	23	±3	3.8	±0.1	
AGR/FTS/AR	99	±1	3	8	16	52	21	±4	3.8	±0.1	
Other Selected Reserve	99	±1	3	6	21	46	24	±2	3.8	±0.1	
Reserve Unit	99	±1	3	6	21	46	24	±2	3.8	±0.1	
Military Technician	99	±1	2	6	16	53	24	±5	3.9	±0.1	
IMA	100	±1	1	2	14	46	37	±6	4.2	±0.1	
Not Activated Past 12 Months	99	±1	3	6	21	47	24	±2	3.8	±0.1	
Activated Past 12 Months	99	±1	3	8	23	42	23	±4	3.7	±0.1	
Not Deployed Past 12 Months	99	±1	3	6	21	47	24	±2	3.8	±0.1	
Deployed Past 12 Months	99	±1	3	7	21	45	24	±3	3.8	±0.1	
Deployed OIF/OEF	99	±1	3	7	22	45	23	±4	3.8	±0.1	
WHITE	99	±1	2	7	21	46	24	±2	3.8	±0.1	
ARNG	99	±1	3	6	22	46	23	±3	3.8	±0.1	
USAR	99	±1	3	10	26	41	20	±5	3.7	±0.1	
USNR	98	±2	1	4	18	50	27	±5	4.0	±0.1	
USMCR	100	±1	4	10	22	44	20	±6	3.7	±0.2	
ANG	100	±1	1	6	14	49	30	±5	4.0	±0.1	
USAFR	99	±1	2	4	15	49	29	±6	4.0	±0.1	
Enlisted	99	±1	3	7	22	45	23	±3	3.8	±0.1	
E1 – E4	99	±1	3	7	26	40	24	±4	3.8	±0.1	
E5 – E9	99	±1	2	8	20	49	21	±3	3.8	±0.1	
Officers	100	±1	1	3	13	51	32	±3	4.1	±0.1	
BLACK	99	±1	3	4	22	48	23	±3	3.8	±0.1	
ARNG	98	±2	3	4	22	46	24	±5	3.8	±0.1	
USAR	99	±1	4	5	23	49	20	±4	3.8	±0.1	
USNR	99	±1	1	5	19	51	24	±4	3.9	±0.1	
USMCR	100	±1	3	4	27	45	21	±9	3.8	±0.2	
ANG	99	±1	2	3	19	51	25	±4	3.9	±0.1	
USAFR	98	±1	2	4	17	50	26	±3	3.9	±0.1	
Enlisted	99	±1	3	4	22	47	23	±3	3.8	±0.1	
E1 – E4	98	±2	5	5	24	43	23	±5	3.7	±0.1	
E5 – E9	99	±1	2	4	21	50	23	±3	3.9	±0.1	
Officers	99	±1	1	3	16	55	24	±3	4.0	±0.1	

Note. Percent responding are Reserve component members who answered the question. Items 43.a through 43.p are used by permission of the copyright holder, The Gallup Organization, 901 F Street N.W., Washington, D.C. 20004.

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43i. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
HISPANIC	99	±1	4	6	19	45	26	±3	3.8	±0.1	
ARNG	100	±1	5	8	19	40	29	±6	3.8	±0.2	
USAR	98	±2	4	5	20	50	22	±6	3.8	±0.1	
USNR	99	±1	4	5	24	41	26	±8	3.8	±0.2	
USMCR	99	±1	4	5	22	45	25	±8	3.8	±0.2	
ANG	100	±1	1	4	17	50	28	±8	4.0	±0.2	
USAFR	99	±1	1	4	14	56	24	±8	4.0	±0.1	
Enlisted	99	±1	4	6	19	45	26	±4	3.8	±0.1	
E1 – E4	99	±1	6	5	20	42	26	±6	3.8	±0.2	
E5 – E9	99	±1	2	7	19	47	25	±5	3.9	±0.1	
Officers	99	±1	3	3	17	50	27	±5	4.0	±0.1	
AIAN	100	±1	1	8	23	40	29	±11	3.9	±0.3	
ARNG	100	±1	1	7	27	34	31	±17	3.9	±0.3	
USAR	99	±1	2	NR	15	NR	NR	±14	3.7	±0.5	
USNR	99	±1	0	7	NR	NR	21	±16	3.8	±0.4	
ANG	100	±0	0	4	7	NR	NR	±7	4.3	±0.4	
USAFR	100	±0	1	3	NR	38	32	±18	4.0	±0.4	
Enlisted	100	±1	1	8	23	39	29	±12	3.9	±0.3	
Officers	100	±1	0	3	23	45	30	±14	4.0	±0.2	
ASIAN	100	±1	5	6	24	48	18	±5	3.7	±0.1	
ARNG	99	±1	4	8	25	45	17	±11	3.6	±0.2	
USAR	100	±1	3	5	27	52	13	±8	3.7	±0.1	
USNR	100	±0	NR	3	22	48	20	±10	3.7	±0.3	
USMCR	100	±1	NR	6	25	46	16	±14	3.6	±0.4	
ANG	99	±1	2	6	19	48	26	±5	3.9	±0.1	
USAFR	100	±1	NR	4	17	51	19	±16	3.7	±0.4	
Enlisted	99	±1	5	6	25	48	16	±6	3.6	±0.2	
Officers	100	±1	2	3	19	52	24	±5	3.9	±0.1	
NHPI	100	±1	2	3	21	45	30	±11	4.0	±0.2	
ARNG	100	±0	1	1	NR	NR	NR	±4	4.0	±0.4	
USAR	99	±1	3	5	21	48	23	±7	3.8	±0.2	
USNR	100	±0	NR	5	5	NR	NR	±12	4.1	±0.2	
ANG	100	±0	1	3	NR	28	NR	±15	4.2	±0.4	
USAFR	100	±1	2	2	20	42	35	±11	4.0	±0.2	
Enlisted	100	±1	2	3	21	44	31	±12	4.0	±0.2	
Officers	100	±0	1	6	NR	NR	24	±15	3.9	±0.3	
TWO OR MORE RACES	100	±1	4	4	22	45	25	±9	3.8	±0.2	
ARNG	100	±0	0	3	26	45	26	±16	3.9	±0.3	
USAR	99	±1	NR	4	NR	NR	15	±17	3.4	±0.6	
USNR	98	±2	3	4	23	51	19	±15	3.8	±0.2	
USMCR	99	±2	1	1	10	NR	NR	±14	4.2	±0.4	
ANG	100	±1	2	2	15	36	NR	±17	4.2	±0.3	
USAFR	100	±1	2	NR	NR	NR	14	±15	3.7	±0.4	
Enlisted	100	±1	4	4	24	46	22	±10	3.8	±0.2	
Officers	100	±1	1	6	14	41	38	±12	4.1	±0.2	
USCGR	100	±1	1	6	16	53	24	±4	3.9	±0.1	
White	100	±1	1	6	16	54	22	±5	3.9	±0.1	
Black	100	±0	NR	NR	14	48	38	±15	4.2	±0.2	
Hispanic	100	±0	1	7	19	44	29	±11	3.9	±0.2	
Other Race/Ethnicity	100	±1	2	6	12	55	26	±10	4.0	±0.2	
Enlisted	100	±1	2	7	17	52	22	±5	3.9	±0.1	
E1 – E4	100	±0	3	10	18	50	19	±8	3.7	±0.2	
E5 – E9	100	±1	1	5	16	54	24	±5	4.0	±0.1	
Officers	99	±1	0	1	8	58	33	±7	4.2	±0.1	

NR: Not reportable

## 43. How much do you agree or disagree with the following statements about your military workplace?

j. I have a best friend at work.

1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	99	±1	8	16	33	28	16	±2	3.3	±0.1	
ARNG	99	±1	8	14	32	29	17	±3	3.3	±0.1	
USAR	99	±1	9	19	32	27	13	±3	3.2	±0.1	
USNR	99	±1	7	19	39	23	12	±4	3.1	±0.1	
USMCR	99	±1	7	14	29	32	17	±5	3.4	±0.1	
ANG	99	±1	6	15	36	27	17	±4	3.3	±0.1	
USAFR	98	±1	6	19	32	26	17	±4	3.3	±0.1	
Enlisted	99	±1	8	15	33	28	16	±2	3.3	±0.1	
E1 – E4	99	±1	9	14	32	29	17	±3	3.3	±0.1	
E5 – E9	99	±1	7	16	33	28	15	±2	3.3	±0.1	
Officers	99	±1	7	23	34	24	13	±2	3.1	±0.1	
O1 – O3	99	±1	9	24	34	22	11	±3	3.0	±0.1	
O4 – O6	99	±1	6	23	34	23	14	±3	3.2	±0.1	
Male	99	±1	7	15	34	28	16	±2	3.3	±0.1	
Female	99	±1	12	22	28	24	14	±3	3.1	±0.1	
AGR/FTS/AR	99	±1	10	21	35	20	14	±4	3.1	±0.1	
Other Selected Reserve	99	±1	7	16	33	28	16	±2	3.3	±0.1	
Reserve Unit	99	±1	7	15	33	29	16	±2	3.3	±0.1	
Military Technician	99	±1	6	15	32	31	16	±5	3.3	±0.1	
IMA	99	±2	5	25	41	18	11	±5	3.0	±0.1	
Not Activated Past 12 Months	99	±1	8	17	33	27	15	±2	3.2	±0.1	
Activated Past 12 Months	99	±1	7	16	31	30	17	±4	3.3	±0.1	
Not Deployed Past 12 Months	99	±1	8	17	34	26	15	±2	3.2	±0.1	
Deployed Past 12 Months	99	±1	7	14	31	31	17	±3	3.4	±0.1	
Deployed OIF/OEF	99	±1	6	14	31	33	16	±4	3.4	±0.1	
WHITE	99	±1	7	16	34	28	16	±2	3.3	±0.1	
ARNG	99	±1	7	14	33	29	17	±3	3.3	±0.1	
USAR	99	±1	8	20	31	28	13	±5	3.2	±0.1	
USNR	99	±2	7	18	39	25	12	±5	3.2	±0.2	
USMCR	100	±1	7	13	29	33	18	±6	3.4	±0.2	
ANG	99	±1	5	15	36	26	17	±5	3.3	±0.1	
USAFR	99	±1	5	18	32	26	19	±5	3.3	±0.2	
Enlisted	99	±1	7	14	33	29	16	±3	3.3	±0.1	
E1 – E4	99	±1	8	13	33	30	17	±4	3.4	±0.1	
E5 – E9	99	±1	7	15	34	29	16	±3	3.3	±0.1	
Officers	99	±1	6	23	35	23	13	±3	3.1	±0.1	
BLACK	98	±1	11	21	30	23	15	±2	3.1	±0.1	
ARNG	97	±2	13	18	25	25	19	±4	3.2	±0.2	
USAR	98	±1	11	23	33	20	13	±4	3.0	±0.1	
USNR	99	±1	11	23	34	20	12	±4	3.0	±0.1	
USMCR	99	±2	11	21	34	21	14	±9	3.1	±0.2	
ANG	99	±1	11	21	30	25	14	±3	3.1	±0.1	
USAFR	98	±1	9	24	31	23	13	±3	3.1	±0.1	
Enlisted	98	±1	11	21	30	22	16	±3	3.1	±0.1	
E1 – E4	98	±2	14	20	29	21	17	±5	3.1	±0.2	
E5 – E9	98	±1	10	21	31	24	15	±3	3.1	±0.1	
Officers	98	±1	13	23	31	23	9	±3	2.9	±0.1	

Note. Percent responding are Reserve component members who answered the question. Items 43.a through 43.p are used by permission of the copyright holder, The Gallup Organization, 901 F Street N.W., Washington, D.C. 20004.

43j. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
HISPANIC	98	±1	8	14	33	29	17	±3	3.3	±0.1	
ARNG	99	±2	8	12	32	30	19	±6	3.4	±0.2	
USAR	98	±2	9	14	32	30	15	±6	3.3	±0.2	
USNR	99	±2	7	19	40	20	15	±8	3.2	±0.2	
USMCR	99	±1	8	14	28	33	17	±9	3.4	±0.2	
ANG	99	±1	6	12	34	32	16	±9	3.4	±0.2	
USAFR	95	±7	5	18	36	28	13	±9	3.3	±0.2	
Enlisted	98	±1	8	13	33	29	17	±4	3.3	±0.1	
E1 – E4	99	±1	10	13	32	28	18	±6	3.3	±0.2	
E5 – E9	98	±2	6	13	33	31	16	±5	3.4	±0.1	
Officers	98	±2	7	20	34	24	14	±5	3.2	±0.1	
AIAN	100	±1	6	16	28	31	18	±11	3.4	±0.3	
ARNG	100	±1	5	22	24	27	21	±17	3.4	±0.4	
USAR	99	±1	6	7	NR	NR	NR	±6	3.6	±0.4	
USNR	99	±2	NR	NR	NR	13	12	±16	2.6	±0.7	
ANG	100	±1	3	5	NR	NR	8	±8	3.4	±0.4	
USAFR	99	±2	7	10	NR	NR	13	±8	3.3	±0.3	
Enlisted	100	±1	6	16	28	32	18	±12	3.4	±0.3	
Officers	100	±1	10	16	34	26	14	±15	3.2	±0.3	
ASIAN	99	±1	7	15	37	31	11	±5	3.3	±0.1	
ARNG	99	±1	9	11	36	38	6	±11	3.2	±0.3	
USAR	99	±1	5	13	41	31	10	±8	3.3	±0.2	
USNR	99	±1	4	18	41	24	13	±11	3.2	±0.2	
USMCR	99	±2	4	19	31	34	12	±15	3.3	±0.3	
ANG	98	±2	6	14	34	30	16	±5	3.4	±0.2	
USAFR	99	±1	6	24	33	20	17	±18	3.2	±0.4	
Enlisted	99	±1	6	13	38	32	11	±6	3.3	±0.2	
Officers	100	±1	7	21	33	28	12	±5	3.2	±0.2	
NHPI	99	±1	7	9	39	27	17	±12	3.4	±0.2	
ARNG	99	±2	4	7	NR	NR	10	±13	3.3	±0.3	
USAR	98	±2	4	9	34	30	23	±7	3.6	±0.2	
USNR	97	±5	6	NR	NR	NR	NR	±13	3.6	±0.4	
ANG	98	±3	NR	NR	24	18	23	±15	NR		
USAFR	99	±1	2	13	37	28	20	±11	3.5	±0.3	
Enlisted	98	±1	8	7	39	28	18	±13	3.4	±0.3	
Officers	100	±0	3	NR	NR	16	5	±9	2.9	±0.3	
TWO OR MORE RACES	99	±2	10	14	27	34	14	±9	3.3	±0.2	
ARNG	98	±3	9	12	27	36	17	±16	3.4	±0.4	
USAR	100	±1	NR	NR	NR	NR	6	±7	3.0	±0.5	
USNR	99	±2	9	20	NR	21	7	±11	3.0	±0.2	
USMCR	100	±0	7	3	16	NR	NR	±16	3.8	±0.6	
ANG	99	±2	NR	9	30	NR	NR	±17	3.5	±0.4	
USAFR	100	±1	NR	13	NR	NR	NR	±8	3.1	±0.5	
Enlisted	99	±2	10	13	27	36	14	±11	3.3	±0.3	
Officers	100	±1	9	21	32	22	16	±13	3.1	±0.3	
USCGR	100	±1	6	23	33	26	12	±4	3.1	±0.1	
White	100	±1	6	24	33	25	12	±5	3.1	±0.1	
Black	100	±0	12	25	27	27	9	±15	2.9	±0.4	
Hispanic	100	±0	7	17	34	29	12	±11	3.2	±0.3	
Other Race/Ethnicity	100	±0	9	14	36	30	11	±10	3.2	±0.2	
Enlisted	100	±0	6	21	34	27	12	±5	3.2	±0.1	
E1 – E4	100	±0	8	21	31	28	12	±8	3.2	±0.2	
E5 – E9	100	±0	4	22	36	26	12	±5	3.2	±0.1	
Officers	100	±1	8	30	31	21	10	±6	3.0	±0.2	

NR: Not reportable

**43. How much do you agree or disagree with the following statements about your military workplace?****k. In the last 6 months, someone at work has talked to me about my progress.**1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	100	±1	6	12	19	42	22	±2	3.6	±0.1	
ARNG	100	±1	7	12	20	40	21	±3	3.5	±0.1	
USAR	100	±1	5	14	20	42	19	±3	3.5	±0.1	
USNR	99	±1	4	12	16	44	25	±4	3.7	±0.1	
USMCR	100	±1	4	9	19	47	21	±5	3.7	±0.1	
ANG	100	±1	4	11	16	43	26	±4	3.8	±0.1	
USAFR	99	±1	5	12	15	43	25	±4	3.7	±0.1	
Enlisted	100	±1	6	12	19	42	22	±2	3.6	±0.1	
E1 – E4	100	±1	6	10	20	40	24	±3	3.7	±0.1	
E5 – E9	99	±1	6	13	18	43	20	±3	3.6	±0.1	
Officers	100	±1	5	15	17	42	21	±2	3.6	±0.1	
O1 – O3	100	±1	5	13	17	46	20	±3	3.6	±0.1	
O4 – O6	100	±1	5	15	16	40	23	±3	3.6	±0.1	
Male	100	±1	5	12	18	43	22	±2	3.6	±0.1	
Female	100	±1	7	14	20	37	22	±3	3.5	±0.1	
AGR/FTS/AR	100	±1	7	16	15	42	21	±4	3.5	±0.1	
Other Selected Reserve	100	±1	6	12	19	42	22	±2	3.6	±0.1	
Reserve Unit	100	±1	6	12	19	42	22	±2	3.6	±0.1	
Military Technician	99	±1	5	15	20	41	20	±5	3.6	±0.2	
IMA	100	±1	3	15	21	38	23	±5	3.6	±0.2	
Not Activated Past 12 Months	100	±1	6	12	19	42	21	±2	3.6	±0.1	
Activated Past 12 Months	100	±1	6	13	19	41	21	±4	3.6	±0.1	
Not Deployed Past 12 Months	100	±1	6	12	19	42	22	±2	3.6	±0.1	
Deployed Past 12 Months	100	±1	6	13	19	42	21	±3	3.6	±0.1	
Deployed OIF/OEF	100	±1	6	13	20	40	21	±4	3.6	±0.1	
WHITE	100	±1	6	12	18	42	22	±2	3.6	±0.1	
ARNG	100	±1	7	11	19	41	21	±3	3.6	±0.1	
USAR	100	±1	6	14	18	42	20	±5	3.6	±0.1	
USNR	98	±2	3	12	16	43	26	±5	3.8	±0.1	
USMCR	100	±1	3	10	19	48	20	±6	3.7	±0.2	
ANG	100	±1	3	11	16	43	26	±5	3.8	±0.1	
USAFR	99	±1	5	11	14	44	27	±6	3.8	±0.2	
Enlisted	100	±1	6	11	18	42	23	±3	3.6	±0.1	
E1 – E4	100	±1	6	9	20	40	25	±4	3.7	±0.1	
E5 – E9	100	±1	6	13	17	44	20	±3	3.6	±0.1	
Officers	100	±1	5	14	16	43	22	±3	3.6	±0.1	
BLACK	99	±1	7	13	19	41	20	±3	3.5	±0.1	
ARNG	99	±1	9	14	19	38	21	±4	3.5	±0.1	
USAR	99	±1	6	13	22	43	17	±4	3.5	±0.1	
USNR	100	±0	4	11	16	46	23	±4	3.7	±0.1	
USMCR	100	±1	8	9	19	43	21	±9	3.6	±0.2	
ANG	100	±1	7	12	15	46	20	±4	3.6	±0.1	
USAFR	99	±1	5	13	16	43	22	±3	3.6	±0.1	
Enlisted	99	±1	7	13	19	41	20	±3	3.5	±0.1	
E1 – E4	99	±1	8	10	20	40	22	±5	3.6	±0.2	
E5 – E9	100	±1	6	14	19	42	19	±3	3.5	±0.1	
Officers	99	±1	5	16	19	43	17	±3	3.5	±0.1	

Note. Percent responding are Reserve component members who answered the question. Items 43.a through 43.p are used by permission of the copyright holder, The Gallup Organization, 901 F Street N.W., Washington, D.C. 20004.



43k. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
HISPANIC	99	±1	6	13	22	38	20	±3	3.5	±0.1	
ARNG	99	±2	9	14	24	34	19	±6	3.4	±0.2	
USAR	100	±1	5	14	23	42	17	±6	3.5	±0.2	
USNR	99	±1	5	12	14	42	27	±8	3.7	±0.2	
USMCR	100	±1	4	10	20	41	24	±8	3.7	±0.2	
ANG	100	±0	6	13	15	44	22	±8	3.6	±0.2	
USAFR	100	±1	4	14	25	36	21	±10	3.6	±0.2	
Enlisted	99	±1	6	13	22	39	20	±4	3.5	±0.1	
E1 – E4	100	±1	7	13	24	37	20	±5	3.5	±0.2	
E5 – E9	99	±1	6	13	21	40	20	±5	3.5	±0.1	
Officers	100	±1	7	16	21	37	19	±5	3.4	±0.2	
AIAN	100	±1	4	15	17	36	28	±12	3.7	±0.3	
ARNG	100	±1	2	13	17	36	33	±17	3.9	±0.4	
USAR	100	±1	3	NR	NR	NR	9	±8	3.4	±0.5	
USNR	100	±1	NR	NR	NR	20	18	±16	NR		
ANG	100	±0	2	NR	7	NR	NR	±7	NR		
USAFR	100	±1	5	8	11	31	NR	±13	4.0	±0.4	
Enlisted	100	±1	4	16	17	35	28	±13	3.7	±0.3	
Officers	100	±0	6	7	19	43	26	±16	3.8	±0.3	
ASIAN	100	±1	5	13	24	42	16	±5	3.5	±0.1	
ARNG	99	±1	6	18	28	36	12	±12	3.3	±0.3	
USAR	100	±1	4	12	31	41	12	±9	3.4	±0.2	
USNR	100	±0	3	13	15	51	19	±11	3.7	±0.2	
USMCR	100	±0	4	4	17	58	16	±12	3.8	±0.2	
ANG	100	±1	5	9	22	45	19	±5	3.7	±0.1	
USAFR	100	±1	5	14	13	39	30	±17	3.8	±0.4	
Enlisted	100	±1	5	13	25	42	15	±6	3.5	±0.2	
Officers	100	±1	6	16	20	40	18	±5	3.5	±0.2	
NHPI	100	±1	4	6	20	47	23	±11	3.8	±0.2	
ARNG	100	±0	5	1	NR	NR	16	±15	3.8	±0.3	
USAR	99	±1	3	9	22	46	20	±7	3.7	±0.2	
USNR	98	±3	NR	7	NR	NR	12	±16	3.8	±0.3	
ANG	100	±0	3	NR	10	28	NR	±15	4.0	±0.5	
USAFR	100	±1	5	10	13	43	29	±11	3.8	±0.3	
Enlisted	100	±1	4	5	19	48	24	±12	3.8	±0.2	
Officers	100	±0	2	NR	27	34	17	±18	3.4	±0.4	
TWO OR MORE RACES	100	±1	6	9	13	52	20	±9	3.7	±0.2	
ARNG	100	±0	NR	8	16	56	15	±16	3.7	±0.4	
USAR	100	±1	4	NR	13	NR	NR	±13	3.7	±0.4	
USNR	99	±1	4	8	15	53	20	±15	3.8	±0.2	
USMCR	100	±0	2	5	15	NR	NR	±16	4.0	±0.5	
ANG	100	±1	9	5	7	NR	NR	±13	3.9	±0.4	
USAFR	100	±0	NR	NR	8	NR	13	±15	3.4	±0.5	
Enlisted	100	±1	5	9	12	54	21	±10	3.8	±0.2	
Officers	100	±0	15	11	16	43	16	±12	3.3	±0.3	
USCGR	100	±1	3	14	17	48	18	±4	3.6	±0.1	
White	100	±1	3	14	16	48	19	±5	3.6	±0.1	
Black	100	±0	3	12	15	55	15	±15	3.7	±0.3	
Hispanic	100	±0	2	14	25	37	21	±11	3.6	±0.3	
Other Race/Ethnicity	100	±0	6	13	20	49	11	±9	3.5	±0.2	
Enlisted	100	±1	4	13	18	48	18	±5	3.6	±0.1	
E1 – E4	100	±0	5	12	17	44	22	±8	3.7	±0.2	
E5 – E9	100	±1	3	14	18	51	14	±5	3.6	±0.1	
Officers	100	±0	2	18	15	46	20	±7	3.7	±0.2	

NR: Not reportable

**43. How much do you agree or disagree with the following statements about your military workplace?****I. This last year, I have had opportunities at work to learn and to grow.**1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	99	±1	4	7	16	46	27	±2	3.8	±0.1	
ARNG	100	±1	5	7	15	44	28	±3	3.8	±0.1	
USAR	99	±1	4	8	18	46	24	±3	3.8	±0.1	
USNR	99	±1	4	7	13	48	28	±4	3.9	±0.1	
USMCR	99	±1	4	5	17	51	23	±5	3.8	±0.1	
ANG	100	±1	3	7	14	46	31	±4	4.0	±0.1	
USAFR	100	±1	3	8	16	46	27	±4	3.9	±0.1	
Enlisted	99	±1	5	8	16	45	27	±2	3.8	±0.1	
E1 – E4	99	±1	5	7	18	42	28	±3	3.8	±0.1	
E5 – E9	100	±1	4	8	15	47	26	±3	3.8	±0.1	
Officers	100	±1	3	5	12	51	30	±2	4.0	±0.1	
O1 – O3	99	±1	3	5	12	52	29	±3	4.0	±0.1	
O4 – O6	100	±1	3	5	11	50	31	±3	4.0	±0.1	
Male	99	±1	4	7	16	46	27	±2	3.9	±0.1	
Female	100	±1	5	9	16	43	27	±3	3.8	±0.1	
AGR/FTS/AR	100	±1	3	10	13	46	28	±4	3.9	±0.1	
Other Selected Reserve	99	±1	4	7	16	46	27	±2	3.8	±0.1	
Reserve Unit	99	±1	4	7	16	46	27	±2	3.8	±0.1	
Military Technician	100	±1	4	6	15	47	28	±5	3.9	±0.1	
IMA	100	±1	1	6	22	42	29	±5	3.9	±0.1	
Not Activated Past 12 Months	99	±1	4	8	16	47	26	±2	3.8	±0.1	
Activated Past 12 Months	100	±1	5	7	15	45	28	±4	3.8	±0.1	
Not Deployed Past 12 Months	100	±1	4	7	16	46	27	±2	3.8	±0.1	
Deployed Past 12 Months	99	±1	5	8	14	46	28	±3	3.8	±0.1	
Deployed OIF/OEF	100	±1	5	8	15	46	27	±4	3.8	±0.1	
WHITE	100	±1	4	7	15	46	28	±2	3.9	±0.1	
ARNG	100	±1	5	7	15	45	29	±3	3.9	±0.1	
USAR	99	±1	4	7	17	46	26	±5	3.8	±0.1	
USNR	98	±2	4	6	12	50	29	±5	3.9	±0.1	
USMCR	99	±2	5	4	17	53	20	±6	3.8	±0.2	
ANG	100	±1	2	7	14	45	32	±5	4.0	±0.1	
USAFR	100	±0	2	8	16	48	27	±6	3.9	±0.1	
Enlisted	100	±1	4	7	16	45	28	±3	3.8	±0.1	
E1 – E4	99	±1	5	7	17	41	29	±4	3.8	±0.1	
E5 – E9	100	±1	3	8	14	48	26	±3	3.9	±0.1	
Officers	100	±1	2	4	11	52	30	±3	4.0	±0.1	
BLACK	99	±1	5	10	15	45	25	±3	3.7	±0.1	
ARNG	99	±1	7	10	15	40	29	±4	3.7	±0.1	
USAR	99	±1	5	11	16	48	21	±4	3.7	±0.1	
USNR	100	±1	4	8	16	46	27	±4	3.8	±0.1	
USMCR	98	±2	5	4	13	48	30	±8	3.9	±0.2	
ANG	100	±1	5	8	16	46	24	±4	3.8	±0.1	
USAFR	99	±1	4	9	16	45	26	±3	3.8	±0.1	
Enlisted	99	±1	6	10	16	44	25	±3	3.7	±0.1	
E1 – E4	99	±1	8	9	17	40	26	±5	3.7	±0.2	
E5 – E9	99	±1	4	10	15	47	24	±3	3.8	±0.1	
Officers	99	±1	3	7	14	49	27	±3	3.9	±0.1	

Note. Percent responding are Reserve component members who answered the question. Items 43.a through 43.p are used by permission of the copyright holder, The Gallup Organization, 901 F Street N.W., Washington, D.C. 20004.

2007 Workplace and Equal Opportunity Survey of Reserve Component Members

43I. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
HISPANIC	99	±1	5	8	18	42	26	±3	3.8	±0.1	
ARNG	100	±1	6	7	16	42	28	±6	3.8	±0.2	
USAR	100	±1	5	10	20	42	22	±6	3.7	±0.2	
USNR	99	±2	6	11	16	37	30	±8	3.7	±0.2	
USMCR	98	±4	4	5	17	44	31	±8	3.9	±0.2	
ANG	100	±1	4	4	21	45	26	±8	3.8	±0.2	
USAFR	99	±1	3	5	20	43	29	±9	3.9	±0.2	
Enlisted	100	±1	5	8	19	42	26	±4	3.8	±0.1	
E1 – E4	99	±1	6	8	21	41	24	±6	3.7	±0.2	
E5 – E9	100	±1	5	8	17	42	28	±5	3.8	±0.1	
Officers	99	±1	5	6	14	45	31	±5	3.9	±0.1	
AIAN	100	±1	5	6	19	37	32	±11	3.9	±0.3	
ARNG	100	±1	NR	NR	12	34	41	±16	4.0	±0.4	
USAR	99	±1	2	5	NR	NR	NR	±6	3.7	±0.4	
USNR	100	±0	NR	4	12	NR	21	±16	NR		
ANG	100	±1	2	4	NR	NR	NR	±5	NR		
USAFR	99	±1	3	5	14	31	NR	±13	4.2	±0.3	
Enlisted	100	±1	6	6	20	36	32	±12	3.8	±0.3	
Officers	100	±0	2	7	10	42	39	±15	4.1	±0.3	
ASIAN	100	±1	5	9	20	47	19	±5	3.7	±0.1	
ARNG	100	±1	3	11	23	48	15	±11	3.6	±0.2	
USAR	100	±1	4	8	26	48	15	±10	3.6	±0.2	
USNR	100	±1	2	10	13	50	26	±12	3.9	±0.3	
USMCR	98	±3	3	NR	13	49	27	±14	3.9	±0.3	
ANG	99	±1	3	5	15	53	24	±5	3.9	±0.1	
USAFR	100	±1	NR	4	19	36	25	±15	3.5	±0.5	
Enlisted	100	±1	5	9	21	47	18	±6	3.6	±0.2	
Officers	100	±1	3	7	18	48	24	±5	3.8	±0.2	
NHPI	100	±1	3	5	11	54	27	±10	4.0	±0.2	
ARNG	100	±0	3	4	8	NR	17	±15	3.9	±0.2	
USAR	100	±1	3	6	17	47	26	±7	3.9	±0.2	
USNR	100	±0	NR	7	9	NR	NR	±15	4.0	±0.2	
ANG	100	±1	1	4	8	NR	NR	±8	4.3	±0.3	
USAFR	100	±0	3	4	14	52	27	±11	4.0	±0.2	
Enlisted	100	±1	3	6	11	54	27	±11	4.0	±0.2	
Officers	100	±0	3	2	13	NR	27	±17	4.0	±0.2	
TWO OR MORE RACES	100	±1	3	6	13	53	24	±9	3.9	±0.2	
ARNG	100	±0	0	NR	16	51	27	±16	4.0	±0.3	
USAR	98	±3	3	2	NR	NR	17	±17	3.8	±0.3	
USNR	99	±1	3	5	14	56	22	±14	3.9	±0.2	
USMCR	100	±0	2	NR	10	NR	16	±17	4.0	±0.2	
ANG	100	±1	NR	4	7	NR	30	±18	3.9	±0.4	
USAFR	100	±0	NR	NR	7	NR	NR	±7	3.5	±0.6	
Enlisted	100	±1	3	6	13	55	23	±10	3.9	±0.2	
Officers	100	±0	8	3	16	46	27	±14	3.8	±0.3	
USCGR	100	±1	3	8	16	50	23	±4	3.8	±0.1	
White	100	±1	2	8	16	52	22	±5	3.8	±0.1	
Black	100	±0	0	4	21	48	26	±15	3.9	±0.3	
Hispanic	98	±3	2	7	16	45	30	±11	3.9	±0.3	
Other Race/Ethnicity	100	±0	6	9	15	48	23	±9	3.7	±0.2	
Enlisted	100	±1	3	9	17	49	21	±5	3.8	±0.1	
E1 – E4	100	±1	4	10	16	46	24	±8	3.8	±0.2	
E5 – E9	100	±1	2	8	19	52	19	±5	3.8	±0.1	
Officers	100	±0	1	3	8	55	32	±7	4.1	±0.1	

NR: Not reportable

**43. How much do you agree or disagree with the following statements about your military workplace?****m. At my workplace, a person's job opportunities and promotions are based only on work-related characteristics.**1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
<b>TOTAL DOD</b>	99	±1	12	18	32	26	12	±2	3.1	±0.1	
ARNG	99	±1	15	18	32	23	11	±3	3.0	±0.1	
USAR	100	±1	10	18	35	26	10	±3	3.1	±0.1	
USNR	99	±1	7	16	29	33	16	±4	3.4	±0.1	
USMCR	99	±1	10	17	30	32	12	±5	3.2	±0.1	
ANG	100	±1	11	20	27	28	13	±4	3.1	±0.1	
USAFR	100	±1	11	18	29	29	13	±4	3.2	±0.1	
Enlisted	99	±1	13	18	32	25	11	±2	3.0	±0.1	
E1 – E4	99	±1	14	16	34	24	13	±3	3.1	±0.1	
E5 – E9	100	±1	12	20	31	26	10	±2	3.0	±0.1	
Officers	100	±1	7	16	28	34	15	±2	3.3	±0.1	
O1 – O3	100	±1	7	18	32	32	11	±3	3.2	±0.1	
O4 – O6	100	±1	7	15	25	36	18	±3	3.4	±0.1	
Male	99	±1	12	18	32	27	12	±2	3.1	±0.1	
Female	99	±1	12	20	33	22	13	±3	3.0	±0.1	
AGR/FTS/AR	100	±1	14	21	30	25	9	±4	2.9	±0.1	
Other Selected Reserve	99	±1	12	18	32	26	12	±2	3.1	±0.1	
Reserve Unit	99	±1	12	18	32	26	12	±2	3.1	±0.1	
Military Technician	99	±1	11	21	29	26	12	±5	3.1	±0.2	
IMA	100	±1	4	13	32	34	18	±5	3.5	±0.2	
Not Activated Past 12 Months	99	±1	11	18	32	27	12	±2	3.1	±0.1	
Activated Past 12 Months	100	±1	15	18	32	23	11	±4	3.0	±0.1	
Not Deployed Past 12 Months	99	±1	11	17	32	27	12	±2	3.1	±0.1	
Deployed Past 12 Months	99	±1	16	20	31	24	10	±3	2.9	±0.1	
Deployed OIF/OEF	99	±1	16	20	30	23	10	±4	2.9	±0.1	
<b>WHITE</b>	99	±1	12	19	31	26	12	±2	3.1	±0.1	
ARNG	99	±1	15	19	32	23	11	±3	3.0	±0.1	
USAR	100	±1	10	20	36	24	11	±5	3.1	±0.1	
USNR	98	±2	6	17	27	34	17	±5	3.4	±0.2	
USMCR	99	±1	11	17	30	32	11	±6	3.2	±0.2	
ANG	100	±0	11	21	26	29	13	±5	3.1	±0.2	
USAFR	100	±1	10	17	28	31	14	±5	3.2	±0.2	
Enlisted	99	±1	13	19	32	24	11	±3	3.0	±0.1	
E1 – E4	99	±1	15	16	34	22	13	±4	3.0	±0.1	
E5 – E9	100	±1	12	22	30	26	10	±3	3.0	±0.1	
Officers	100	±1	6	16	28	35	15	±3	3.4	±0.1	
<b>BLACK</b>	99	±1	13	17	32	27	11	±2	3.1	±0.1	
ARNG	98	±1	16	17	30	25	12	±4	3.0	±0.2	
USAR	100	±1	12	15	35	29	9	±4	3.1	±0.1	
USNR	99	±1	9	14	34	29	14	±5	3.2	±0.1	
USMCR	100	±1	8	18	28	31	15	±9	3.3	±0.2	
ANG	99	±1	12	20	34	24	10	±4	3.0	±0.1	
USAFR	99	±1	13	20	29	27	11	±3	3.0	±0.1	
Enlisted	99	±1	14	17	32	27	11	±3	3.0	±0.1	
E1 – E4	99	±1	16	14	30	28	13	±5	3.1	±0.2	
E5 – E9	99	±1	13	19	34	26	10	±3	3.0	±0.1	
Officers	99	±1	7	18	34	31	11	±3	3.2	±0.1	

Note. Percent responding are Reserve component members who answered the question. Items 43.a through 43.p are used by permission of the copyright holder, The Gallup Organization, 901 F Street N.W., Washington, D.C. 20004.

43m. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
HISPANIC	100	±1	12	16	32	27	13	±3	3.1	±0.1	
ARNG	100	±0	16	16	33	21	14	±6	3.0	±0.2	
USAR	100	±1	11	14	32	32	11	±6	3.2	±0.2	
USNR	99	±1	8	17	30	31	15	±8	3.3	±0.2	
USMCR	99	±1	7	15	32	33	13	±9	3.3	±0.2	
ANG	100	±1	11	20	25	31	13	±9	3.2	±0.2	
USAFR	100	±1	7	19	39	19	16	±9	3.2	±0.2	
Enlisted	100	±1	13	16	32	26	13	±4	3.1	±0.1	
E1 – E4	100	±1	11	14	36	23	15	±6	3.2	±0.2	
E5 – E9	100	±1	14	17	29	29	11	±4	3.1	±0.2	
Officers	100	±1	8	18	28	32	13	±5	3.2	±0.1	
AIAN	100	±1	9	14	36	24	17	±11	3.3	±0.3	
ARNG	100	±1	9	9	38	23	21	±17	3.4	±0.4	
USAR	99	±1	3	NR	NR	NR	6	±7	3.2	±0.4	
USNR	99	±3	4	NR	NR	NR	15	±16	3.2	±0.6	
ANG	100	±1	NR	8	NR	15	NR	±18	NR		
USAFR	100	±0	6	17	24	20	NR	±12	3.6	±0.5	
Enlisted	100	±1	9	14	37	23	17	±12	3.2	±0.3	
Officers	100	±1	10	11	26	28	25	±16	3.5	±0.4	
ASIAN	100	±1	8	15	37	31	8	±5	3.2	±0.1	
ARNG	99	±1	7	21	44	23	4	±11	3.0	±0.2	
USAR	100	±1	6	12	41	32	8	±8	3.2	±0.2	
USNR	100	±1	3	8	31	44	14	±9	3.6	±0.2	
USMCR	100	±0	NR	17	21	40	11	±15	3.3	±0.4	
ANG	99	±1	8	16	33	31	12	±5	3.2	±0.1	
USAFR	100	±1	NR	9	30	30	10	±13	3.0	±0.4	
Enlisted	100	±1	8	15	39	31	7	±6	3.1	±0.1	
Officers	99	±1	8	16	29	33	14	±5	3.3	±0.2	
NHPI	100	±1	8	9	37	32	13	±12	3.3	±0.2	
ARNG	100	±0	7	7	NR	NR	7	±11	3.3	±0.4	
USAR	99	±1	8	12	36	33	12	±8	3.3	±0.2	
USNR	100	±0	7	2	NR	NR	10	±14	3.6	±0.4	
ANG	100	±1	11	11	NR	16	NR	±11	3.5	±0.7	
USAFR	100	±1	9	7	40	31	13	±11	3.3	±0.2	
Enlisted	100	±1	8	9	37	32	13	±13	3.3	±0.2	
Officers	100	±0	6	7	NR	31	15	±16	3.4	±0.3	
TWO OR MORE RACES	100	±1	12	24	34	21	9	±9	2.9	±0.2	
ARNG	99	±2	11	22	34	27	6	±16	3.0	±0.3	
USAR	100	±1	NR	NR	NR	11	4	±8	2.6	±0.3	
USNR	99	±1	8	13	NR	30	7	±13	3.1	±0.2	
USMCR	100	±0	2	NR	NR	NR	7	±10	NR		
ANG	100	±1	12	11	NR	13	NR	±12	3.3	±0.5	
USAFR	100	±0	NR	NR	NR	21	NR	±17	2.7	±0.5	
Enlisted	100	±1	11	24	36	21	8	±11	2.9	±0.2	
Officers	100	±0	17	22	26	24	11	±13	2.9	±0.3	
USCGR	100	±1	5	16	33	35	11	±4	3.3	±0.1	
White	100	±1	4	16	32	36	11	±5	3.3	±0.1	
Black	100	±0	2	21	43	21	13	±15	3.2	±0.3	
Hispanic	100	±0	10	17	31	28	14	±11	3.2	±0.3	
Other Race/Ethnicity	100	±0	7	13	32	39	8	±10	3.3	±0.2	
Enlisted	100	±1	6	17	34	33	10	±5	3.3	±0.1	
E1 – E4	100	±0	5	15	36	34	10	±8	3.3	±0.2	
E5 – E9	100	±1	6	19	32	33	11	±5	3.2	±0.2	
Officers	100	±0	3	11	28	42	16	±7	3.6	±0.2	

NR: Not reportable

**43. How much do you agree or disagree with the following statements about your military workplace?****n. My supervisor helps everyone in my work group feel included.**1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	99	±1	5	8	24	43	20	±2	3.6	±0.1	
ARNG	99	±1	6	8	24	42	20	±3	3.6	±0.1	
USAR	99	±1	5	9	24	45	16	±3	3.6	±0.1	
USNR	98	±1	3	6	22	47	22	±4	3.8	±0.1	
USMCR	100	±1	4	7	26	45	17	±5	3.6	±0.1	
ANG	100	±1	5	8	23	42	22	±4	3.7	±0.1	
USAFR	99	±1	4	6	22	45	23	±4	3.8	±0.1	
Enlisted	99	±1	6	8	24	43	19	±2	3.6	±0.1	
E1 – E4	99	±1	6	7	26	40	21	±3	3.6	±0.1	
E5 – E9	99	±1	5	9	23	45	18	±3	3.6	±0.1	
Officers	100	±1	4	7	22	47	21	±2	3.7	±0.1	
O1 – O3	100	±1	4	8	24	45	18	±3	3.6	±0.1	
O4 – O6	100	±1	3	6	19	48	24	±3	3.8	±0.1	
Male	99	±1	5	7	24	45	20	±2	3.7	±0.1	
Female	100	±1	7	11	25	37	19	±3	3.5	±0.1	
AGR/FTS/AR	99	±1	7	11	22	42	18	±4	3.5	±0.1	
Other Selected Reserve	99	±1	5	8	24	44	20	±2	3.6	±0.1	
Reserve Unit	99	±1	5	8	24	43	20	±2	3.6	±0.1	
Military Technician	100	±1	6	7	23	43	21	±5	3.7	±0.1	
IMA	100	±1	1	3	23	47	26	±6	3.9	±0.1	
Not Activated Past 12 Months	99	±1	5	7	24	45	20	±2	3.7	±0.1	
Activated Past 12 Months	100	±1	7	10	26	39	18	±4	3.5	±0.1	
Not Deployed Past 12 Months	99	±1	4	7	24	44	20	±2	3.7	±0.1	
Deployed Past 12 Months	99	±1	8	10	24	40	17	±3	3.5	±0.1	
Deployed OIF/OEF	99	±1	9	9	26	39	16	±4	3.4	±0.1	
WHITE	100	±1	5	8	24	44	20	±2	3.7	±0.1	
ARNG	100	±1	6	8	25	42	20	±3	3.6	±0.1	
USAR	100	±1	5	10	23	46	16	±5	3.6	±0.1	
USNR	98	±2	3	6	20	48	24	±5	3.8	±0.1	
USMCR	100	±1	4	8	28	45	16	±6	3.6	±0.2	
ANG	100	±1	4	8	23	43	22	±5	3.7	±0.1	
USAFR	100	±1	3	6	22	45	24	±6	3.8	±0.1	
Enlisted	99	±1	5	8	24	43	20	±3	3.6	±0.1	
E1 – E4	99	±1	5	7	27	38	22	±4	3.6	±0.1	
E5 – E9	100	±1	5	9	22	46	18	±3	3.6	±0.1	
Officers	100	±1	3	7	21	48	21	±3	3.8	±0.1	
BLACK	99	±1	7	8	24	43	18	±3	3.6	±0.1	
ARNG	99	±1	9	8	22	43	18	±5	3.5	±0.1	
USAR	99	±1	7	8	26	42	17	±4	3.5	±0.1	
USNR	99	±1	5	8	23	45	19	±4	3.7	±0.1	
USMCR	99	±1	4	7	25	45	19	±9	3.7	±0.2	
ANG	99	±1	6	10	23	44	17	±4	3.6	±0.1	
USAFR	98	±1	6	9	23	42	20	±3	3.6	±0.1	
Enlisted	99	±1	8	8	24	43	18	±3	3.5	±0.1	
E1 – E4	99	±1	11	6	21	43	18	±5	3.5	±0.2	
E5 – E9	99	±1	6	9	25	43	17	±3	3.6	±0.1	
Officers	99	±1	4	10	25	43	17	±3	3.6	±0.1	

Note. Percent responding are Reserve component members who answered the question. Items 43.a through 43.p are used by permission of the copyright holder, The Gallup Organization, 901 F Street N.W., Washington, D.C. 20004.

2007 Workplace and Equal Opportunity Survey of Reserve Component Members

43n. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
HISPANIC	99	±1	7	8	25	41	20	±3	3.6	±0.1	
ARNG	100	±1	9	10	25	35	21	±6	3.5	±0.2	
USAR	99	±1	5	7	25	45	18	±6	3.6	±0.2	
USNR	97	±4	3	6	25	44	21	±8	3.7	±0.2	
USMCR	100	±1	6	6	24	43	22	±8	3.7	±0.2	
ANG	100	±1	10	4	21	43	22	±8	3.6	±0.3	
USAFR	100	±1	2	8	27	41	22	±9	3.7	±0.2	
Enlisted	99	±1	7	8	25	40	20	±4	3.6	±0.1	
E1 – E4	99	±1	8	6	27	39	21	±5	3.6	±0.2	
E5 – E9	99	±1	6	10	23	41	20	±5	3.6	±0.1	
Officers	99	±1	4	7	24	42	23	±5	3.7	±0.1	
AIAN	99	±1	9	3	23	40	24	±11	3.7	±0.3	
ARNG	99	±2	NR	3	23	40	29	±17	3.8	±0.4	
USAR	100	±1	NR	3	NR	NR	9	±9	NR		
USNR	100	±0	3	8	NR	NR	21	±16	3.6	±0.4	
ANG	100	±1	NR	6	9	NR	NR	±9	NR		
USAFR	100	±0	2	7	18	28	NR	±12	4.1	±0.4	
Enlisted	99	±1	10	3	24	40	23	±12	3.6	±0.3	
Officers	100	±0	7	4	17	43	28	±15	3.8	±0.3	
ASIAN	100	±1	6	7	23	49	16	±5	3.6	±0.1	
ARNG	100	±1	4	8	19	53	15	±11	3.7	±0.2	
USAR	100	±1	4	7	35	43	11	±10	3.5	±0.1	
USNR	100	±1	7	3	19	52	19	±14	3.7	±0.3	
USMCR	99	±2	1	NR	25	47	15	±14	3.6	±0.3	
ANG	99	±1	4	7	24	46	20	±5	3.7	±0.1	
USAFR	99	±1	NR	4	12	50	18	±14	3.5	±0.5	
Enlisted	100	±1	6	7	23	50	15	±6	3.6	±0.2	
Officers	100	±1	4	7	24	44	20	±5	3.7	±0.2	
NHPI	98	±3	3	4	19	51	23	±11	3.9	±0.2	
ARNG	97	±6	3	1	NR	NR	16	±16	3.8	±0.3	
USAR	99	±2	3	6	20	48	22	±7	3.8	±0.2	
USNR	97	±5	1	NR	NR	NR	NR	±4	4.0	±0.2	
ANG	100	±0	4	4	13	NR	NR	±10	4.1	±0.4	
USAFR	100	±0	2	6	25	44	23	±11	3.8	±0.2	
Enlisted	98	±3	3	3	19	52	23	±12	3.9	±0.2	
Officers	100	±0	3	7	23	NR	18	±16	3.7	±0.3	
TWO OR MORE RACES	100	±1	7	6	22	45	19	±9	3.6	±0.2	
ARNG	100	±0	7	3	17	58	14	±15	3.7	±0.3	
USAR	100	±1	NR	NR	NR	NR	NR		3.2	±0.5	
USNR	99	±1	4	4	NR	45	12	±15	3.6	±0.2	
USMCR	100	±0	1	NR	16	NR	NR	±17	4.0	±0.5	
ANG	100	±1	4	4	24	29	NR	±17	4.0	±0.4	
USAFR	100	±1	NR	5	10	NR	NR	±7	3.6	±0.6	
Enlisted	100	±1	7	5	21	47	20	±10	3.7	±0.3	
Officers	100	±1	10	12	26	35	17	±11	3.4	±0.3	
USCGR	100	±1	3	6	24	50	17	±4	3.7	±0.1	
White	100	±1	3	7	22	52	16	±5	3.7	±0.1	
Black	97	±6	NR	5	30	39	23	±15	3.8	±0.3	
Hispanic	100	±0	5	3	30	43	20	±11	3.7	±0.2	
Other Race/Ethnicity	100	±0	6	4	30	47	14	±9	3.6	±0.2	
Enlisted	100	±1	4	7	24	50	15	±5	3.7	±0.1	
E1 – E4	100	±1	5	6	26	48	15	±8	3.6	±0.2	
E5 – E9	100	±1	3	7	23	52	15	±5	3.7	±0.1	
Officers	99	±2	2	5	20	48	26	±7	3.9	±0.2	

NR: Not reportable

**43. How much do you agree or disagree with the following statements about your military workplace?****o. I trust my supervisor to deal fairly with issues of equal treatment at my workplace.**1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	99	±1	6	6	18	44	26	±2	3.8	±0.1	
ARNG	99	±1	7	7	18	42	27	±3	3.7	±0.1	
USAR	99	±1	6	7	19	46	22	±3	3.7	±0.1	
USNR	99	±1	3	4	16	48	29	±4	4.0	±0.1	
USMCR	100	±1	4	5	16	50	25	±5	3.9	±0.1	
ANG	100	±1	4	7	16	43	29	±4	3.9	±0.1	
USAFR	100	±1	5	5	16	44	31	±4	3.9	±0.1	
Enlisted	99	±1	6	7	18	43	26	±2	3.8	±0.1	
E1 – E4	99	±1	6	6	19	41	27	±3	3.8	±0.1	
E5 – E9	99	±1	6	7	18	45	25	±3	3.8	±0.1	
Officers	99	±1	3	5	13	47	31	±2	4.0	±0.1	
O1 – O3	99	±1	4	6	17	47	27	±3	3.9	±0.1	
O4 – O6	99	±1	3	5	11	47	35	±3	4.1	±0.1	
Male	99	±1	5	6	17	45	27	±2	3.8	±0.1	
Female	100	±1	8	9	20	39	24	±3	3.6	±0.1	
AGR/FTS/AR	100	±1	8	8	17	42	24	±4	3.7	±0.1	
Other Selected Reserve	99	±1	5	6	18	44	27	±2	3.8	±0.1	
Reserve Unit	99	±1	5	6	18	44	26	±2	3.8	±0.1	
Military Technician	99	±1	5	7	16	43	29	±5	3.8	±0.2	
IMA	99	±1	1	2	15	49	33	±6	4.1	±0.1	
Not Activated Past 12 Months	100	±1	5	6	17	45	27	±2	3.8	±0.1	
Activated Past 12 Months	99	±1	7	8	19	41	25	±4	3.7	±0.1	
Not Deployed Past 12 Months	99	±1	5	5	17	45	28	±2	3.9	±0.1	
Deployed Past 12 Months	99	±1	8	9	19	41	23	±3	3.6	±0.1	
Deployed OIF/OEF	99	±1	8	9	20	41	22	±4	3.6	±0.1	
WHITE	99	±1	5	6	17	44	28	±2	3.8	±0.1	
ARNG	100	±1	6	6	18	42	27	±3	3.8	±0.1	
USAR	99	±1	6	7	16	47	25	±5	3.8	±0.1	
USNR	98	±2	2	3	14	48	32	±5	4.0	±0.1	
USMCR	99	±1	4	5	15	53	23	±6	3.9	±0.2	
ANG	100	±1	4	6	16	44	29	±5	3.9	±0.1	
USAFR	100	±0	3	4	14	45	33	±6	4.0	±0.1	
Enlisted	100	±1	5	6	18	44	27	±3	3.8	±0.1	
E1 – E4	99	±1	6	6	19	40	29	±4	3.8	±0.1	
E5 – E9	100	±1	5	7	17	46	25	±3	3.8	±0.1	
Officers	99	±1	3	5	12	48	32	±3	4.0	±0.1	
BLACK	99	±1	7	7	20	43	22	±3	3.6	±0.1	
ARNG	98	±2	9	8	18	40	25	±5	3.7	±0.1	
USAR	99	±1	8	6	23	46	18	±4	3.6	±0.1	
USNR	100	±1	4	6	20	47	22	±4	3.8	±0.1	
USMCR	99	±1	3	5	21	48	23	±8	3.8	±0.2	
ANG	99	±1	6	10	19	44	22	±4	3.6	±0.1	
USAFR	99	±1	6	8	21	41	24	±3	3.7	±0.1	
Enlisted	99	±1	8	7	20	43	22	±3	3.6	±0.1	
E1 – E4	99	±1	9	7	20	41	23	±5	3.6	±0.2	
E5 – E9	99	±1	7	7	21	44	21	±3	3.6	±0.1	
Officers	99	±1	5	8	20	46	22	±3	3.7	±0.1	

Note. Percent responding are Reserve component members who answered the question. Items 43.a through 43.p are used by permission of the copyright holder, The Gallup Organization, 901 F Street N.W., Washington, D.C. 20004.



2007 Workplace and Equal Opportunity Survey of Reserve Component Members

430. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
HISPANIC	99	±1	6	8	19	41	26	±3	3.7	±0.1	
ARNG	99	±1	9	11	18	37	25	±6	3.6	±0.2	
USAR	99	±1	6	7	19	45	23	±6	3.7	±0.2	
USNR	99	±2	3	4	21	44	28	±8	3.9	±0.2	
USMCR	100	±1	4	5	18	41	33	±8	3.9	±0.2	
ANG	100	±1	6	6	18	44	26	±8	3.8	±0.2	
USAFR	99	±1	4	5	19	44	28	±9	3.9	±0.2	
Enlisted	99	±1	7	8	19	41	25	±4	3.7	±0.1	
E1 – E4	99	±1	6	8	19	41	26	±6	3.7	±0.2	
E5 – E9	100	±1	7	8	18	41	25	±4	3.7	±0.2	
Officers	99	±1	4	6	17	44	30	±5	3.9	±0.1	
AIAN	100	±1	7	4	16	44	29	±11	3.8	±0.3	
ARNG	100	±1	2	3	18	46	31	±17	4.0	±0.3	
USAR	100	±1	NR	NR	12	NR	10	±9	NR		
USNR	100	±1	4	3	NR	NR	23	±17	3.8	±0.4	
ANG	100	±1	NR	4	6	NR	NR	±6	NR		
USAFR	100	±0	4	4	12	28	NR	±12	4.2	±0.3	
Enlisted	100	±1	7	4	16	44	29	±12	3.8	±0.3	
Officers	100	±1	7	4	13	42	33	±15	3.9	±0.3	
ASIAN	100	±1	6	6	19	48	21	±5	3.7	±0.2	
ARNG	100	±1	7	7	14	51	22	±12	3.7	±0.3	
USAR	100	±1	4	7	31	42	16	±10	3.6	±0.2	
USNR	99	±1	NR	3	14	52	25	±9	3.9	±0.3	
USMCR	99	±2	1	3	22	54	20	±14	3.9	±0.2	
ANG	99	±1	3	6	18	45	28	±5	3.9	±0.1	
USAFR	100	±1	NR	4	10	48	22	±14	3.6	±0.5	
Enlisted	100	±1	7	5	19	49	20	±6	3.7	±0.2	
Officers	100	±1	5	7	18	43	27	±5	3.8	±0.2	
NHPI	100	±1	3	3	17	50	26	±11	3.9	±0.2	
ARNG	100	±0	3	1	NR	NR	19	±17	3.9	±0.3	
USAR	99	±1	4	5	16	50	24	±7	3.9	±0.2	
USNR	99	±3	1	4	NR	NR	NR	±11	4.0	±0.2	
ANG	100	±0	5	4	11	NR	NR	±9	4.1	±0.4	
USAFR	100	±0	2	3	23	41	29	±11	3.9	±0.2	
Enlisted	100	±1	3	3	17	50	26	±12	3.9	±0.2	
Officers	100	±0	5	3	18	NR	22	±16	3.8	±0.3	
TWO OR MORE RACES	99	±2	5	6	21	42	26	±9	3.8	±0.2	
ARNG	100	±0	NR	6	17	48	23	±15	3.8	±0.4	
USAR	97	±6	4	NR	NR	NR	NR	±6	3.5	±0.5	
USNR	99	±2	4	4	17	58	18	±14	3.8	±0.2	
USMCR	100	±0	1	NR	8	NR	NR	±13	4.1	±0.4	
ANG	100	±1	4	3	22	27	NR	±17	4.0	±0.4	
USAFR	100	±0	8	6	NR	NR	NR	±8	3.8	±0.4	
Enlisted	99	±2	4	6	21	43	27	±10	3.8	±0.2	
Officers	100	±1	11	8	22	34	25	±12	3.6	±0.3	
USCGR	100	±1	3	5	15	53	25	±4	3.9	±0.1	
White	100	±1	3	5	14	54	25	±5	3.9	±0.1	
Black	100	±0	NR	NR	22	44	31	±15	4.0	±0.3	
Hispanic	100	±0	4	3	16	51	26	±11	3.9	±0.2	
Other Race/Ethnicity	100	±0	5	4	20	48	23	±9	3.8	±0.2	
Enlisted	100	±1	3	5	15	54	23	±5	3.9	±0.1	
E1 – E4	100	±0	4	4	13	55	24	±8	3.9	±0.2	
E5 – E9	100	±1	3	6	17	53	22	±5	3.9	±0.1	
Officers	100	±0	1	3	13	47	36	±7	4.1	±0.1	

NR: Not reportable

**43. How much do you agree or disagree with the following statements about your military workplace?****p. At my workplace, all employees are kept well informed about issues and decisions that affect them.**1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	100	±1	9	12	21	38	20	±2	3.5	±0.1	
ARNG	100	±1	11	12	21	35	21	±3	3.4	±0.1	
USAR	99	±1	11	13	22	38	16	±3	3.4	±0.1	
USNR	99	±1	6	7	18	46	24	±4	3.8	±0.1	
USMCR	99	±1	11	11	21	39	18	±5	3.4	±0.2	
ANG	100	±1	6	15	18	40	22	±4	3.6	±0.1	
USAFR	100	±1	7	10	20	43	21	±4	3.6	±0.1	
Enlisted	99	±1	10	12	21	37	20	±2	3.4	±0.1	
E1 – E4	100	±1	12	11	21	34	22	±3	3.4	±0.1	
E5 – E9	99	±1	9	13	21	40	18	±2	3.5	±0.1	
Officers	100	±1	6	11	19	43	20	±2	3.6	±0.1	
O1 – O3	100	±1	7	13	21	42	18	±3	3.5	±0.1	
O4 – O6	100	±1	5	10	17	46	23	±3	3.7	±0.1	
Male	100	±1	9	11	21	39	20	±2	3.5	±0.1	
Female	99	±1	13	15	21	34	18	±3	3.3	±0.1	
AGR/FTS/AR	99	±1	11	15	15	40	18	±4	3.4	±0.1	
Other Selected Reserve	100	±1	9	12	21	38	20	±2	3.5	±0.1	
Reserve Unit	100	±1	9	12	21	38	20	±2	3.5	±0.1	
Military Technician	100	±1	8	12	20	39	21	±5	3.5	±0.2	
IMA	100	±1	3	5	20	47	25	±6	3.9	±0.1	
Not Activated Past 12 Months	100	±1	9	11	20	39	20	±2	3.5	±0.1	
Activated Past 12 Months	100	±1	12	14	21	35	18	±4	3.3	±0.1	
Not Deployed Past 12 Months	100	±1	8	11	21	39	21	±2	3.5	±0.1	
Deployed Past 12 Months	100	±1	13	14	20	35	18	±3	3.3	±0.1	
Deployed OIF/OEF	100	±1	13	14	21	34	18	±4	3.3	±0.1	
WHITE	100	±1	9	12	21	38	20	±2	3.5	±0.1	
ARNG	100	±1	11	12	22	34	21	±3	3.4	±0.1	
USAR	100	±1	12	13	23	38	15	±5	3.3	±0.2	
USNR	99	±2	5	6	18	45	26	±5	3.8	±0.2	
USMCR	100	±1	12	12	21	38	17	±6	3.4	±0.2	
ANG	100	±0	5	16	18	40	21	±5	3.6	±0.2	
USAFR	100	±0	6	8	19	45	22	±6	3.7	±0.2	
Enlisted	100	±1	10	12	21	36	20	±3	3.4	±0.1	
E1 – E4	100	±1	12	11	23	31	22	±4	3.4	±0.1	
E5 – E9	100	±1	9	13	20	40	18	±3	3.5	±0.1	
Officers	100	±1	5	11	19	44	21	±3	3.6	±0.1	
BLACK	99	±1	10	12	20	40	18	±3	3.4	±0.1	
ARNG	99	±1	10	11	20	38	20	±4	3.5	±0.1	
USAR	99	±1	11	13	20	42	15	±4	3.4	±0.1	
USNR	99	±1	5	11	18	45	20	±5	3.6	±0.1	
USMCR	99	±1	9	8	22	37	23	±9	3.6	±0.2	
ANG	99	±1	8	13	21	40	18	±4	3.5	±0.1	
USAFR	99	±1	8	13	21	40	19	±3	3.5	±0.1	
Enlisted	99	±1	10	12	20	40	18	±3	3.4	±0.1	
E1 – E4	99	±1	12	11	16	39	22	±5	3.5	±0.2	
E5 – E9	99	±1	8	13	22	40	16	±3	3.4	±0.1	
Officers	99	±1	6	13	21	43	17	±3	3.5	±0.1	

Note. Percent responding are Reserve component members who answered the question. Items 43.a through 43.p are used by permission of the copyright holder, The Gallup Organization, 901 F Street N.W., Washington, D.C. 20004.

43p. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
HISPANIC	99	±1	10	11	20	38	22	±3	3.5	±0.1	
ARNG	100	±1	13	10	19	36	22	±6	3.4	±0.2	
USAR	99	±1	7	14	22	35	21	±6	3.5	±0.2	
USNR	99	±2	5	5	17	48	25	±8	3.8	±0.2	
USMCR	99	±1	8	11	21	38	22	±8	3.6	±0.2	
ANG	99	±1	10	10	16	43	20	±8	3.5	±0.3	
USAFR	100	±1	6	11	24	36	23	±10	3.6	±0.2	
Enlisted	99	±1	10	11	20	38	22	±4	3.5	±0.1	
E1 – E4	100	±1	11	10	19	37	23	±5	3.5	±0.2	
E5 – E9	99	±1	9	11	21	38	21	±5	3.5	±0.2	
Officers	99	±1	6	11	21	40	22	±5	3.6	±0.1	
AIAN	100	±1	12	10	17	39	22	±11	3.5	±0.3	
ARNG	100	±1	8	13	22	29	28	±17	3.6	±0.5	
USAR	100	±1	NR	6	10	NR	6	±7	3.2	±0.7	
USNR	100	±1	8	3	13	NR	16	±16	3.7	±0.3	
ANG	100	±0	NR	6	7	NR	NR	±7	NR		
USAFR	100	±0	7	9	17	25	NR	±12	3.9	±0.4	
Enlisted	100	±1	12	10	17	39	22	±12	3.5	±0.4	
Officers	100	±0	10	10	13	44	24	±15	3.6	±0.3	
ASIAN	99	±1	9	11	21	43	15	±5	3.4	±0.2	
ARNG	99	±1	13	13	21	38	15	±11	3.3	±0.3	
USAR	100	±1	6	11	29	43	11	±8	3.4	±0.2	
USNR	100	±1	8	8	15	47	22	±14	3.7	±0.3	
USMCR	99	±2	NR	4	19	45	15	±14	3.4	±0.5	
ANG	99	±2	6	9	21	45	19	±5	3.6	±0.1	
USAFR	100	±1	NR	14	13	49	15	±17	3.5	±0.4	
Enlisted	99	±1	11	10	21	43	15	±6	3.4	±0.2	
Officers	100	±1	4	16	20	41	19	±6	3.5	±0.2	
NHPI	100	±1	10	5	20	41	23	±13	3.6	±0.3	
ARNG	100	±0	NR	1	NR	NR	17	±16	3.4	±0.7	
USAR	99	±1	6	10	25	39	19	±7	3.6	±0.2	
USNR	100	±0	3	NR	8	NR	NR	±13	4.0	±0.2	
ANG	100	±1	4	7	12	NR	NR	±9	4.1	±0.4	
USAFR	100	±0	7	5	29	32	26	±11	3.7	±0.3	
Enlisted	100	±1	11	5	20	41	23	±15	3.6	±0.4	
Officers	100	±0	4	12	22	NR	NR	±15	3.7	±0.3	
TWO OR MORE RACES	99	±1	8	20	18	32	21	±9	3.4	±0.3	
ARNG	99	±2	7	21	15	37	20	±17	3.4	±0.4	
USAR	100	±1	NR	NR	NR	18	NR	±12	3.1	±0.6	
USNR	99	±2	7	NR	17	44	11	±15	3.3	±0.4	
USMCR	100	±0	4	NR	10	NR	NR	±14	4.0	±0.5	
ANG	100	±1	7	NR	13	24	NR	±13	3.8	±0.5	
USAFR	99	±1	NR	NR	21	NR	12	±18	3.2	±0.5	
Enlisted	100	±1	7	22	17	32	22	±10	3.4	±0.3	
Officers	99	±3	14	13	21	36	16	±12	3.3	±0.3	
USCGR	100	±1	7	12	17	49	16	±4	3.6	±0.1	
White	100	±1	7	11	18	49	15	±5	3.5	±0.1	
Black	98	±4	3	4	15	59	20	±15	3.9	±0.3	
Hispanic	100	±0	5	13	14	48	21	±11	3.7	±0.3	
Other Race/Ethnicity	100	±0	6	16	21	42	15	±9	3.5	±0.2	
Enlisted	100	±1	8	12	18	48	14	±5	3.5	±0.1	
E1 – E4	100	±0	10	11	18	48	13	±8	3.4	±0.2	
E5 – E9	99	±1	6	13	17	49	16	±5	3.6	±0.2	
Officers	99	±2	2	9	15	50	23	±7	3.8	±0.2	

NR: Not reportable

#### 44. How much do you agree or disagree with the following statements about the people you work with at your military workplace?

##### a. There is very little conflict among your coworkers.

1. Strongly disagree  
4. Agree

2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	100	±1	3	11	21	47	17	±2	3.6	±0.1	
ARNG	99	±1	4	11	22	46	17	±3	3.6	±0.1	
USAR	100	±1	4	13	23	46	14	±3	3.5	±0.1	
USNR	100	±1	2	6	19	51	22	±4	3.9	±0.1	
USMCR	100	±1	3	10	20	51	17	±5	3.7	±0.1	
ANG	100	±1	4	12	20	46	18	±4	3.6	±0.1	
USAFR	100	±1	3	10	19	52	17	±4	3.7	±0.1	
Enlisted	100	±1	4	11	22	46	17	±2	3.6	±0.1	
E1 – E4	99	±1	4	10	24	43	20	±3	3.6	±0.1	
E5 – E9	100	±1	3	12	21	49	15	±3	3.6	±0.1	
Officers	100	±1	2	9	18	52	18	±2	3.7	±0.1	
O1 – O3	100	±1	3	11	21	53	13	±3	3.6	±0.1	
O4 – O6	100	±1	2	8	17	52	22	±3	3.8	±0.1	
Male	100	±1	3	10	21	48	17	±2	3.7	±0.1	
Female	100	±1	5	13	22	44	16	±3	3.5	±0.1	
AGR/FTS/AR	100	±1	5	15	20	46	14	±4	3.5	±0.1	
Other Selected Reserve	100	±1	3	10	21	47	17	±2	3.7	±0.1	
Reserve Unit	100	±1	3	10	22	47	17	±2	3.6	±0.1	
Military Technician	99	±1	2	13	19	52	14	±5	3.6	±0.1	
IMA	100	±1	1	6	18	53	23	±5	3.9	±0.1	
Not Activated Past 12 Months	100	±1	3	10	20	49	18	±2	3.7	±0.1	
Activated Past 12 Months	99	±1	4	12	24	45	15	±4	3.6	±0.1	
Not Deployed Past 12 Months	100	±1	3	10	21	48	18	±2	3.7	±0.1	
Deployed Past 12 Months	100	±1	5	13	23	44	14	±3	3.5	±0.1	
Deployed OIF/OEF	100	±1	6	14	23	42	14	±4	3.4	±0.1	
WHITE	100	±1	3	10	20	49	18	±2	3.7	±0.1	
ARNG	100	±1	3	10	21	47	17	±3	3.6	±0.1	
USAR	100	±1	4	13	20	48	15	±5	3.6	±0.1	
USNR	100	±1	1	5	18	53	24	±5	3.9	±0.1	
USMCR	100	±0	3	10	18	51	18	±6	3.7	±0.2	
ANG	100	±0	3	12	20	47	19	±5	3.7	±0.1	
USAFR	100	±1	2	9	16	54	18	±6	3.8	±0.1	
Enlisted	100	±1	4	11	21	48	17	±3	3.6	±0.1	
E1 – E4	100	±1	4	10	23	43	20	±4	3.7	±0.1	
E5 – E9	100	±1	3	12	19	51	15	±3	3.6	±0.1	
Officers	100	±1	2	8	17	54	19	±3	3.8	±0.1	
BLACK	99	±1	4	13	22	45	16	±3	3.6	±0.1	
ARNG	99	±1	2	13	21	46	17	±5	3.6	±0.1	
USAR	99	±1	5	14	24	43	15	±4	3.5	±0.1	
USNR	100	±1	3	9	22	48	18	±4	3.7	±0.1	
USMCR	100	±1	2	9	21	51	17	±8	3.7	±0.2	
ANG	100	±1	5	14	21	46	15	±4	3.5	±0.1	
USAFR	99	±1	3	13	22	47	15	±3	3.6	±0.1	
Enlisted	99	±1	4	13	22	45	16	±3	3.6	±0.1	
E1 – E4	99	±1	4	11	23	42	20	±5	3.6	±0.1	
E5 – E9	100	±1	3	14	21	47	14	±3	3.5	±0.1	
Officers	99	±1	4	12	23	46	15	±3	3.6	±0.1	

Note. Percent responding are Reserve component members who answered the question.

## 2007 Workplace and Equal Opportunity Survey of Reserve Component Members

44a. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
HISPANIC	99	±1	4	11	25	44	17	±3	3.6	±0.1	
ARNG	98	±2	6	12	25	41	17	±6	3.5	±0.2	
USAR	99	±1	4	11	26	43	15	±6	3.5	±0.2	
USNR	100	±1	4	6	16	48	26	±8	3.9	±0.2	
USMCR	100	±0	2	7	28	47	16	±8	3.7	±0.2	
ANG	100	±1	4	13	26	43	14	±9	3.5	±0.2	
USAFR	100	±1	2	10	24	51	13	±9	3.6	±0.2	
Enlisted	99	±1	5	11	25	43	17	±4	3.6	±0.1	
E1 – E4	98	±2	6	9	22	42	20	±6	3.6	±0.2	
E5 – E9	100	±1	3	12	27	44	14	±5	3.5	±0.1	
Officers	100	±1	3	11	24	46	16	±5	3.6	±0.1	
AIAN	100	±1	5	8	23	41	24	±11	3.7	±0.3	
ARNG	100	±1	NR	11	23	36	25	±17	3.7	±0.4	
USAR	100	±0	2	5	NR	NR	NR	±6	3.6	±0.3	
USNR	100	±1	NR	7	12	NR	19	±16	NR		
ANG	100	±0	2	4	9	NR	NR	±8	4.2	±0.5	
USAFR	100	±1	1	6	14	NR	NR	±9	4.0	±0.3	
Enlisted	100	±1	5	8	24	39	24	±12	3.7	±0.3	
Officers	100	±0	1	9	15	55	20	±14	3.8	±0.3	
ASIAN	100	±1	4	11	27	44	13	±5	3.5	±0.1	
ARNG	100	±1	5	13	25	42	14	±12	3.5	±0.3	
USAR	100	±1	5	9	34	41	10	±10	3.4	±0.2	
USNR	100	±0	2	11	27	45	15	±10	3.6	±0.2	
USMCR	99	±2	1	13	23	50	12	±17	3.6	±0.3	
ANG	100	±1	3	15	25	42	14	±5	3.5	±0.1	
USAFR	100	±1	3	7	22	57	10	±14	3.6	±0.2	
Enlisted	100	±1	4	11	28	44	12	±6	3.5	±0.2	
Officers	100	±1	5	12	23	45	15	±5	3.5	±0.2	
NHPI	100	±1	2	8	26	44	19	±13	3.7	±0.2	
ARNG	100	±0	2	3	NR	NR	NR	±4	3.7	±0.4	
USAR	100	±1	4	12	26	43	16	±7	3.6	±0.2	
USNR	100	±0	NR	NR	NR	NR	13	±17	3.8	±0.3	
ANG	100	±1	4	12	14	NR	NR	±10	3.8	±0.5	
USAFR	100	±0	1	12	22	40	25	±12	3.8	±0.3	
Enlisted	100	±1	3	7	27	42	21	±14	3.7	±0.2	
Officers	100	±1	1	10	17	65	7	±14	3.7	±0.2	
TWO OR MORE RACES	100	±1	2	9	26	47	16	±9	3.7	±0.2	
ARNG	100	±0	0	5	27	52	15	±16	3.8	±0.3	
USAR	100	±0	3	NR	NR	NR	NR	±6	3.4	±0.4	
USNR	99	±1	4	5	20	62	9	±13	3.7	±0.2	
USMCR	100	±0	1	8	12	NR	NR	±15	4.0	±0.5	
ANG	100	±1	4	11	20	NR	NR	±14	3.7	±0.4	
USAFR	100	±1	4	10	NR	31	NR	±18	3.6	±0.4	
Enlisted	100	±1	1	8	26	47	18	±10	3.7	±0.2	
Officers	100	±0	7	11	27	45	10	±12	3.4	±0.3	
USCGR	100	±0	2	8	19	52	18	±4	3.8	±0.1	
White	100	±0	2	7	18	54	18	±5	3.8	±0.1	
Black	100	±0	NR	4	31	34	31	±15	3.9	±0.3	
Hispanic	100	±0	4	17	22	40	17	±11	3.5	±0.3	
Other Race/Ethnicity	100	±0	NR	6	21	56	15	±9	3.8	±0.2	
Enlisted	100	±0	3	8	20	52	17	±5	3.7	±0.1	
E1 – E4	100	±0	4	7	23	49	17	±8	3.7	±0.2	
E5 – E9	100	±0	2	10	17	54	17	±5	3.8	±0.1	
Officers	100	±0	1	5	17	54	23	±7	3.9	±0.2	

NR: Not reportable

**44. How much do you agree or disagree with the following statements about the people you work with at your military workplace?**

**b. Your coworkers put in the effort required for their jobs.**

1. Strongly disagree  
4. Agree

2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	99	±1	2	8	19	52	19	±2	3.8	±0.1	
ARNG	99	±1	3	8	18	51	20	±3	3.8	±0.1	
USAR	99	±1	3	10	22	49	16	±3	3.7	±0.1	
USNR	100	±1	1	6	19	54	20	±4	3.8	±0.1	
USMCR	100	±1	2	8	21	52	18	±5	3.8	±0.1	
ANG	99	±1	1	6	19	55	19	±4	3.9	±0.1	
USAFR	99	±1	2	6	16	56	20	±4	3.9	±0.1	
Enlisted	99	±1	2	8	20	51	18	±2	3.7	±0.1	
E1 – E4	99	±1	3	7	21	47	20	±3	3.7	±0.1	
E5 – E9	99	±1	2	9	19	54	17	±3	3.7	±0.1	
Officers	99	±1	1	5	14	58	21	±2	3.9	±0.1	
O1 – O3	99	±1	2	6	17	57	18	±3	3.8	±0.1	
O4 – O6	99	±1	1	4	12	58	24	±3	4.0	±0.1	
Male	99	±1	2	7	19	53	19	±2	3.8	±0.1	
Female	99	±1	4	9	20	50	17	±3	3.7	±0.1	
AGR/FTS/AR	99	±1	3	8	18	55	15	±4	3.7	±0.1	
Other Selected Reserve	99	±1	2	8	19	52	19	±2	3.8	±0.1	
Reserve Unit	99	±1	2	8	19	52	19	±2	3.8	±0.1	
Military Technician	99	±1	2	8	17	55	18	±5	3.8	±0.1	
IMA	100	±1	1	2	15	57	25	±6	4.0	±0.1	
Not Activated Past 12 Months	99	±1	2	7	19	53	19	±2	3.8	±0.1	
Activated Past 12 Months	99	±1	2	9	22	49	18	±4	3.7	±0.1	
Not Deployed Past 12 Months	99	±1	2	7	19	52	19	±2	3.8	±0.1	
Deployed Past 12 Months	99	±1	3	8	19	53	17	±3	3.7	±0.1	
Deployed OIF/OEF	99	±1	3	9	20	52	16	±4	3.7	±0.1	
WHITE	99	±1	2	8	19	52	19	±2	3.8	±0.1	
ARNG	99	±1	2	8	18	52	19	±3	3.8	±0.1	
USAR	99	±2	3	12	22	47	16	±5	3.6	±0.1	
USNR	100	±1	1	6	18	55	20	±5	3.9	±0.1	
USMCR	100	±1	2	8	21	51	18	±6	3.8	±0.2	
ANG	99	±1	1	6	19	55	19	±5	3.9	±0.1	
USAFR	99	±2	3	5	15	56	21	±6	3.9	±0.1	
Enlisted	99	±1	2	9	20	51	18	±3	3.7	±0.1	
E1 – E4	99	±1	3	8	22	46	21	±4	3.7	±0.1	
E5 – E9	99	±1	2	9	19	55	16	±3	3.7	±0.1	
Officers	99	±1	1	5	13	58	22	±3	4.0	±0.1	
BLACK	99	±1	2	6	19	54	18	±3	3.8	±0.1	
ARNG	99	±1	3	5	17	54	22	±5	3.9	±0.1	
USAR	98	±1	2	8	22	54	14	±4	3.7	±0.1	
USNR	99	±1	1	5	20	53	21	±4	3.9	±0.1	
USMCR	100	±0	2	7	18	56	18	±8	3.8	±0.2	
ANG	98	±1	2	6	17	58	17	±4	3.8	±0.1	
USAFR	98	±1	2	7	18	56	18	±3	3.8	±0.1	
Enlisted	99	±1	2	6	19	54	18	±3	3.8	±0.1	
E1 – E4	98	±2	3	5	20	53	19	±5	3.8	±0.1	
E5 – E9	99	±1	2	7	19	55	17	±3	3.8	±0.1	
Officers	99	±1	1	5	17	59	19	±3	3.9	±0.1	

Note. Percent responding are Reserve component members who answered the question.

2007 Workplace and Equal Opportunity Survey of Reserve Component Members

44b. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
HISPANIC	99	±1	3	7	21	50	19	±3	3.8	±0.1	
ARNG	99	±2	4	9	21	46	21	±6	3.7	±0.2	
USAR	99	±1	3	5	22	52	17	±6	3.7	±0.1	
USNR	99	±1	3	6	21	49	20	±8	3.8	±0.2	
USMCR	99	±1	1	6	21	51	21	±8	3.9	±0.2	
ANG	99	±1	2	6	18	59	15	±8	3.8	±0.1	
USAFR	99	±1	2	6	21	54	18	±9	3.8	±0.2	
Enlisted	99	±1	3	7	21	50	19	±4	3.7	±0.1	
E1 – E4	99	±1	4	6	20	47	22	±6	3.8	±0.2	
E5 – E9	99	±2	2	7	22	51	17	±5	3.7	±0.1	
Officers	99	±1	1	7	19	54	19	±5	3.8	±0.1	
AIAN	100	±1	0	11	14	46	28	±11	3.9	±0.3	
ARNG	100	±1	0	NR	14	42	31	±17	3.9	±0.4	
USAR	100	±1	1	NR	10	NR	NR	±8	3.7	±0.5	
USNR	99	±1	0	5	NR	NR	19	±16	3.8	±0.4	
ANG	100	±1	0	3	9	NR	NR	±8	4.3	±0.4	
USAFR	99	±2	2	5	NR	36	NR	±15	4.0	±0.4	
Enlisted	100	±1	0	12	13	46	29	±13	3.9	±0.3	
Officers	100	±1	0	4	22	50	24	±14	3.9	±0.2	
ASIAN	99	±1	3	7	23	54	14	±5	3.7	±0.1	
ARNG	99	±1	5	5	26	48	15	±12	3.6	±0.3	
USAR	99	±2	2	7	28	52	11	±8	3.6	±0.1	
USNR	98	±5	1	12	13	58	16	±12	3.8	±0.2	
USMCR	99	±1	0	NR	25	51	12	±17	3.6	±0.3	
ANG	99	±2	2	7	18	56	17	±5	3.8	±0.1	
USAFR	99	±1	2	5	13	68	12	±10	3.8	±0.1	
Enlisted	99	±1	3	7	24	53	13	±6	3.7	±0.2	
Officers	98	±3	2	7	19	57	16	±5	3.8	±0.1	
NHPI	100	±1	2	4	19	56	20	±11	3.9	±0.2	
ARNG	100	±0	1	2	NR	NR	13	±13	3.8	±0.3	
USAR	99	±1	2	6	18	53	21	±7	3.8	±0.2	
USNR	98	±4	1	1	5	NR	NR	±10	4.0	±0.2	
ANG	99	±1	2	3	11	NR	NR	±9	4.1	±0.4	
USAFR	100	±0	3	8	12	51	25	±11	3.9	±0.3	
Enlisted	100	±1	2	4	18	55	21	±12	3.9	±0.2	
Officers	99	±2	1	4	19	64	11	±16	3.8	±0.2	
TWO OR MORE RACES	100	±1	3	7	19	50	21	±9	3.8	±0.2	
ARNG	100	±0	2	1	23	51	23	±16	3.9	±0.3	
USAR	100	±0	NR	NR	NR	NR	14	±17	3.3	±0.5	
USNR	99	±1	3	5	22	62	8	±13	3.7	±0.2	
USMCR	100	±0	1	NR	NR	NR	NR	±5	NR		
ANG	100	±1	3	3	15	NR	NR	±13	4.0	±0.3	
USAFR	100	±1	2	NR	8	NR	NR	±5	3.8	±0.4	
Enlisted	100	±1	3	7	19	49	21	±10	3.8	±0.2	
Officers	100	±1	3	7	14	57	20	±11	3.8	±0.2	
USCGR	99	±1	0	5	16	58	20	±4	3.9	±0.1	
White	99	±1	0	6	15	58	20	±5	3.9	±0.1	
Black	97	±6	NR	1	9	60	30	±15	4.2	±0.2	
Hispanic	100	±0	1	4	22	51	22	±11	3.9	±0.2	
Other Race/Ethnicity	100	±0	1	4	20	63	12	±10	3.8	±0.2	
Enlisted	99	±1	1	6	17	57	19	±5	3.9	±0.1	
E1 – E4	100	±1	1	9	19	54	17	±8	3.8	±0.2	
E5 – E9	99	±2	1	4	15	60	21	±5	4.0	±0.1	
Officers	100	±0	0	1	12	62	25	±7	4.1	±0.1	

NR: Not reportable

#### 44. How much do you agree or disagree with the following statements about the people you work with at your military workplace?

##### c. The people in your work group tend to get along.

1. Strongly disagree  
4. Agree

2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	99	±1	1	4	15	59	21	±2	4.0	±0.1	
ARNG	99	±1	1	4	15	59	21	±3	3.9	±0.1	
USAR	100	±1	1	5	17	59	18	±3	3.9	±0.1	
USNR	100	±1	0	2	13	59	25	±4	4.1	±0.1	
USMCR	100	±1	0	3	13	62	22	±5	4.0	±0.1	
ANG	99	±1	1	4	14	57	24	±4	4.0	±0.1	
USAFR	99	±1	1	2	12	62	22	±4	4.0	±0.1	
Enlisted	99	±1	1	4	15	59	21	±2	3.9	±0.1	
E1 – E4	99	±1	1	4	16	55	23	±3	3.9	±0.1	
E5 – E9	100	±1	1	4	14	61	19	±2	3.9	±0.1	
Officers	99	±1	1	3	10	62	24	±2	4.0	±0.1	
O1 – O3	99	±2	1	4	13	62	20	±3	4.0	±0.1	
O4 – O6	100	±1	0	3	8	61	27	±3	4.1	±0.1	
Male	99	±1	1	4	14	60	21	±2	4.0	±0.1	
Female	99	±1	2	5	18	55	20	±3	3.9	±0.1	
AGR/FTS/AR	99	±1	3	5	16	58	18	±4	3.9	±0.1	
Other Selected Reserve	99	±1	1	4	14	59	21	±2	4.0	±0.1	
Reserve Unit	99	±1	1	4	15	59	21	±2	4.0	±0.1	
Military Technician	100	±1	1	2	17	60	20	±5	4.0	±0.1	
IMA	100	±1	0	2	10	61	27	±5	4.1	±0.1	
Not Activated Past 12 Months	99	±1	1	3	14	61	22	±2	4.0	±0.1	
Activated Past 12 Months	100	±1	1	4	17	57	20	±4	3.9	±0.1	
Not Deployed Past 12 Months	99	±1	1	3	14	60	22	±2	4.0	±0.1	
Deployed Past 12 Months	100	±1	1	6	17	56	20	±3	3.9	±0.1	
Deployed OIF/OEF	100	±1	1	7	18	56	18	±4	3.8	±0.1	
WHITE	99	±1	1	4	14	60	21	±2	4.0	±0.1	
ARNG	99	±1	1	4	14	60	21	±3	4.0	±0.1	
USAR	100	±1	1	5	16	61	17	±5	3.9	±0.1	
USNR	100	±1	0	2	12	60	26	±5	4.1	±0.1	
USMCR	100	±1	0	2	13	63	21	±6	4.0	±0.1	
ANG	99	±1	1	4	14	57	24	±5	4.0	±0.1	
USAFR	99	±1	1	2	11	63	23	±5	4.1	±0.1	
Enlisted	100	±1	1	4	15	60	20	±3	4.0	±0.1	
E1 – E4	99	±1	1	4	16	56	23	±4	4.0	±0.1	
E5 – E9	100	±1	1	4	14	62	19	±3	3.9	±0.1	
Officers	99	±1	0	3	9	62	25	±3	4.1	±0.1	
BLACK	99	±1	2	5	16	58	20	±3	3.9	±0.1	
ARNG	99	±1	2	4	14	59	22	±5	4.0	±0.1	
USAR	100	±1	2	6	18	56	18	±4	3.8	±0.1	
USNR	99	±1	1	3	15	59	23	±4	4.0	±0.1	
USMCR	100	±1	0	3	20	52	24	±9	4.0	±0.2	
ANG	100	±1	2	6	15	58	19	±4	3.9	±0.1	
USAFR	99	±1	1	4	16	58	20	±3	3.9	±0.1	
Enlisted	99	±1	2	5	16	57	20	±3	3.9	±0.1	
E1 – E4	99	±1	1	5	17	54	23	±5	3.9	±0.1	
E5 – E9	99	±1	2	5	15	60	18	±3	3.9	±0.1	
Officers	99	±1	1	5	13	60	21	±3	3.9	±0.1	

Note. Percent responding are Reserve component members who answered the question.



2007 Workplace and Equal Opportunity Survey of Reserve Component Members

44c. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
HISPANIC	99	±1	2	6	16	55	21	±3	3.9	±0.1	
ARNG	99	±1	2	7	17	52	21	±6	3.8	±0.2	
USAR	99	±1	1	5	18	54	21	±6	3.9	±0.1	
USNR	99	±1	1	2	13	57	26	±8	4.1	±0.2	
USMCR	100	±1	0	5	10	62	23	±8	4.0	±0.2	
ANG	100	±1	2	7	15	59	18	±9	3.8	±0.2	
USAFR	100	±1	1	5	16	57	21	±9	3.9	±0.2	
Enlisted	99	±1	2	6	16	55	21	±4	3.9	±0.1	
E1 – E4	99	±2	2	6	16	51	25	±6	3.9	±0.1	
E5 – E9	100	±1	2	5	16	58	19	±4	3.9	±0.1	
Officers	99	±1	1	5	15	57	22	±5	3.9	±0.1	
AIAN	100	±1	0	5	15	49	30	±11	4.0	±0.2	
ARNG	100	±1	0	NR	17	43	33	±17	4.0	±0.3	
USAR	100	±1	1	3	NR	NR	NR	±6	3.9	±0.3	
USNR	100	±1	0	NR	8	NR	23	±17	NR		
ANG	100	±1	1	2	6	NR	NR	±6	4.3	±0.4	
USAFR	99	±2	0	2	NR	NR	28	±13	4.0	±0.3	
Enlisted	100	±1	0	6	15	48	31	±12	4.0	±0.3	
Officers	100	±1	0	NR	16	61	19	±14	4.0	±0.2	
ASIAN	99	±1	1	4	19	59	18	±5	3.9	±0.1	
ARNG	99	±1	1	6	20	55	18	±11	3.8	±0.2	
USAR	100	±1	2	4	21	61	12	±7	3.8	±0.1	
USNR	99	±1	1	2	18	57	22	±10	4.0	±0.2	
USMCR	100	±0	1	1	NR	55	15	±14	3.8	±0.2	
ANG	99	±1	1	4	15	59	21	±5	3.9	±0.1	
USAFR	99	±1	1	2	9	68	21	±14	4.1	±0.2	
Enlisted	99	±1	1	4	20	58	17	±6	3.9	±0.1	
Officers	99	±1	1	2	15	61	21	±5	4.0	±0.1	
NHPI	100	±1	2	2	10	60	26	±10	4.1	±0.2	
ARNG	100	±0	1	0	7	NR	NR	±10	4.1	±0.2	
USAR	100	±1	2	3	15	55	24	±7	4.0	±0.1	
USNR	100	±0	NR	NR	8	NR	NR	±13	4.0	±0.2	
ANG	99	±2	3	2	9	NR	NR	±8	4.2	±0.4	
USAFR	100	±0	1	1	9	58	30	±12	4.2	±0.2	
Enlisted	100	±1	2	1	10	59	28	±11	4.1	±0.2	
Officers	99	±2	1	3	9	73	14	±12	4.0	±0.2	
TWO OR MORE RACES	99	±2	1	5	11	59	24	±9	4.0	±0.2	
ARNG	98	±4	0	1	10	61	29	±17	4.2	±0.2	
USAR	100	±0	1	NR	NR	NR	NR	±1	3.6	±0.4	
USNR	99	±1	2	3	12	68	16	±12	3.9	±0.1	
USMCR	99	±3	1	NR	NR	NR	NR	±5	4.2	±0.4	
ANG	99	±1	2	NR	8	NR	NR	±5	4.0	±0.4	
USAFR	100	±0	1	3	7	69	NR	±18	4.1	±0.2	
Enlisted	99	±2	1	5	11	58	25	±10	4.0	±0.2	
Officers	100	±1	2	4	11	63	19	±11	3.9	±0.2	
USCGR	99	±1	0	4	9	63	23	±4	4.1	±0.1	
White	100	±1	0	3	8	65	24	±5	4.1	±0.1	
Black	100	±0	NR	3	10	52	34	±15	4.2	±0.3	
Hispanic	96	±6	NR	9	21	47	23	±11	3.8	±0.2	
Other Race/Ethnicity	99	±2	0	7	7	70	16	±9	3.9	±0.2	
Enlisted	99	±1	0	4	10	63	22	±5	4.0	±0.1	
E1 – E4	99	±2	1	5	12	63	20	±8	4.0	±0.2	
E5 – E9	99	±1	0	4	8	64	23	±5	4.1	±0.1	
Officers	99	±2	0	0	7	62	31	±7	4.2	±0.1	

NR: Not reportable

#### 44. How much do you agree or disagree with the following statements about the people you work with at your military workplace?

##### d. The people in your work group are willing to help each other.

1. Strongly disagree  
4. Agree

2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	99	±1	1	4	15	55	25	±2	4.0	±0.1	
ARNG	99	±1	1	4	15	55	25	±3	4.0	±0.1	
USAR	100	±1	2	4	16	56	21	±3	3.9	±0.1	
USNR	99	±1	1	3	13	56	28	±4	4.1	±0.1	
USMCR	100	±1	1	3	13	60	24	±5	4.0	±0.1	
ANG	100	±1	1	5	16	51	27	±4	4.0	±0.1	
USAFR	100	±1	1	3	12	57	27	±4	4.1	±0.1	
Enlisted	99	±1	2	4	16	55	24	±2	4.0	±0.1	
E1 – E4	99	±1	2	4	17	52	25	±3	4.0	±0.1	
E5 – E9	100	±1	1	4	15	57	23	±2	4.0	±0.1	
Officers	99	±1	1	3	10	58	29	±2	4.1	±0.1	
O1 – O3	99	±1	1	3	13	59	24	±3	4.0	±0.1	
O4 – O6	99	±1	1	2	8	57	32	±3	4.2	±0.1	
Male	100	±1	1	3	15	56	25	±2	4.0	±0.1	
Female	99	±1	3	7	17	51	23	±3	3.8	±0.1	
AGR/FTS/AR	99	±1	3	6	16	54	21	±4	3.8	±0.1	
Other Selected Reserve	99	±1	1	4	15	55	25	±2	4.0	±0.1	
Reserve Unit	99	±1	1	4	15	55	25	±2	4.0	±0.1	
Military Technician	99	±1	0	3	17	56	23	±5	4.0	±0.1	
IMA	100	±1	1	1	10	55	34	±6	4.2	±0.1	
Not Activated Past 12 Months	99	±1	1	3	14	56	25	±2	4.0	±0.1	
Activated Past 12 Months	100	±1	1	3	17	54	24	±4	4.0	±0.1	
Not Deployed Past 12 Months	99	±1	1	3	15	55	26	±2	4.0	±0.1	
Deployed Past 12 Months	100	±1	2	5	16	55	22	±3	3.9	±0.1	
Deployed OIF/OEF	100	±1	1	5	18	55	21	±4	3.9	±0.1	
WHITE	100	±1	1	3	15	56	25	±2	4.0	±0.1	
ARNG	99	±1	1	3	16	56	25	±3	4.0	±0.1	
USAR	100	±1	2	4	16	57	22	±5	3.9	±0.1	
USNR	99	±1	1	2	12	56	29	±5	4.1	±0.1	
USMCR	100	±0	0	3	12	62	23	±6	4.0	±0.1	
ANG	100	±1	1	5	16	51	28	±5	4.0	±0.1	
USAFR	100	±1	1	3	10	57	29	±6	4.1	±0.1	
Enlisted	100	±1	1	4	16	55	24	±3	4.0	±0.1	
E1 – E4	99	±1	1	3	17	52	26	±4	4.0	±0.1	
E5 – E9	100	±1	1	4	15	57	23	±3	4.0	±0.1	
Officers	99	±1	1	2	9	58	30	±3	4.1	±0.1	
BLACK	99	±1	2	4	16	55	23	±3	3.9	±0.1	
ARNG	98	±2	2	5	14	55	25	±5	4.0	±0.1	
USAR	99	±1	3	5	18	55	20	±4	3.8	±0.1	
USNR	99	±1	2	3	16	54	25	±4	4.0	±0.1	
USMCR	99	±1	1	3	17	56	23	±8	4.0	±0.2	
ANG	100	±1	2	5	15	57	21	±4	3.9	±0.1	
USAFR	99	±1	1	3	17	56	23	±3	4.0	±0.1	
Enlisted	99	±1	2	5	16	54	23	±3	3.9	±0.1	
E1 – E4	99	±2	2	5	17	51	25	±5	3.9	±0.1	
E5 – E9	99	±1	2	4	16	57	21	±3	3.9	±0.1	
Officers	99	±1	1	4	13	59	23	±3	4.0	±0.1	

Note. Percent responding are Reserve component members who answered the question.

2007 Workplace and Equal Opportunity Survey of Reserve Component Members

44d. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
HISPANIC	100	±1	2	4	15	53	25	±3	3.9	±0.1	
ARNG	100	±1	3	5	16	49	27	±6	3.9	±0.2	
USAR	100	±1	2	5	15	55	23	±6	3.9	±0.1	
USNR	99	±1	4	2	15	53	27	±8	4.0	±0.2	
USMCR	99	±1	1	1	14	53	31	±8	4.1	±0.2	
ANG	100	±1	2	7	14	57	20	±9	3.9	±0.2	
USAFR	100	±1	1	3	16	57	24	±9	4.0	±0.2	
Enlisted	100	±1	2	4	15	52	26	±4	3.9	±0.1	
E1 – E4	100	±1	3	3	16	48	29	±6	4.0	±0.1	
E5 – E9	100	±1	2	5	14	56	23	±5	3.9	±0.1	
Officers	100	±1	1	4	15	55	25	±5	4.0	±0.1	
AIAN	100	±1	1	8	13	50	28	±11	4.0	±0.2	
ARNG	100	±1	0	NR	12	47	29	±16	3.9	±0.4	
USAR	100	±1	1	1	NR	NR	19	±18	3.9	±0.3	
USNR	100	±1	2	NR	7	NR	22	±17	NR		
ANG	100	±1	0	2	8	NR	NR	±8	4.3	±0.4	
USAFR	100	±1	1	2	NR	NR	29	±13	4.0	±0.3	
Enlisted	100	±1	1	8	13	49	29	±12	4.0	±0.3	
Officers	100	±1	0	1	13	61	25	±14	4.1	±0.2	
ASIAN	100	±1	3	4	15	59	19	±5	3.9	±0.1	
ARNG	100	±1	6	5	15	56	18	±12	3.8	±0.3	
USAR	100	±1	1	3	19	61	15	±7	3.9	±0.1	
USNR	100	±0	1	NR	11	57	25	±9	4.0	±0.2	
USMCR	99	±2	1	1	22	59	17	±18	3.9	±0.2	
ANG	100	±1	1	4	14	59	22	±5	4.0	±0.1	
USAFR	100	±1	1	2	10	67	20	±11	4.0	±0.1	
Enlisted	100	±1	3	5	15	60	17	±6	3.8	±0.2	
Officers	100	±1	1	2	14	57	26	±6	4.1	±0.1	
NHPI	100	±1	2	2	10	58	28	±10	4.1	±0.2	
ARNG	100	±0	2	NR	5	NR	NR	±7	4.1	±0.3	
USAR	100	±0	2	2	17	52	27	±7	4.0	±0.2	
USNR	98	±3	1	NR	10	NR	NR	±16	4.0	±0.2	
ANG	99	±1	2	1	11	NR	NR	±10	4.2	±0.4	
USAFR	100	±0	1	1	6	57	34	±11	4.2	±0.2	
Enlisted	100	±1	2	2	9	57	30	±11	4.1	±0.2	
Officers	100	±1	1	0	16	68	15	±15	3.9	±0.2	
TWO OR MORE RACES	100	±1	2	3	15	56	24	±9	4.0	±0.2	
ARNG	100	±1	0	3	15	58	24	±16	4.0	±0.2	
USAR	100	±0	NR	4	NR	NR	13	±17	3.6	±0.4	
USNR	99	±2	2	3	12	68	15	±12	3.9	±0.2	
USMCR	100	±0	1	1	NR	NR	NR	±6	4.2	±0.4	
ANG	99	±1	1	NR	10	NR	NR	±6	4.1	±0.4	
USAFR	99	±1	1	2	8	68	NR	±18	4.1	±0.2	
Enlisted	100	±1	2	3	15	56	24	±10	4.0	±0.2	
Officers	100	±1	0	5	13	59	23	±11	4.0	±0.2	
USCGR	100	±1	0	3	12	57	28	±4	4.1	±0.1	
White	100	±1	0	2	11	59	28	±5	4.1	±0.1	
Black	100	±0	NR	NR	13	43	44	±15	4.3	±0.2	
Hispanic	100	±0	1	6	16	46	31	±11	4.0	±0.2	
Other Race/Ethnicity	100	±1	0	5	12	62	20	±9	4.0	±0.2	
Enlisted	100	±1	0	3	13	57	26	±5	4.1	±0.1	
E1 – E4	100	±1	0	3	16	57	24	±8	4.0	±0.2	
E5 – E9	100	±1	1	3	10	58	28	±5	4.1	±0.1	
Officers	100	±1	0	1	7	56	37	±7	4.3	±0.1	

NR: Not reportable

#### 44. How much do you agree or disagree with the following statements about the people you work with at your military workplace?

##### e. You are satisfied with the relationships you have with your coworkers.

1. Strongly disagree  
4. Agree

2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	100	±1	2	4	16	55	23	±2	3.9	±0.1	
ARNG	99	±1	2	4	16	54	24	±3	3.9	±0.1	
USAR	100	±1	2	4	20	53	20	±3	3.9	±0.1	
USNR	99	±1	1	3	13	58	26	±4	4.0	±0.1	
USMCR	100	±1	1	6	15	55	23	±5	3.9	±0.1	
ANG	100	±1	1	4	13	57	25	±4	4.0	±0.1	
USAFR	99	±1	1	3	14	56	27	±4	4.1	±0.1	
Enlisted	100	±1	2	4	17	54	23	±2	3.9	±0.1	
E1 – E4	99	±1	3	4	19	50	25	±3	3.9	±0.1	
E5 – E9	100	±1	2	4	16	57	21	±2	3.9	±0.1	
Officers	100	±1	1	4	12	57	27	±2	4.1	±0.1	
O1 – O3	100	±1	1	4	15	58	22	±3	4.0	±0.1	
O4 – O6	100	±1	1	3	9	56	31	±3	4.1	±0.1	
Male	100	±1	2	3	15	56	24	±2	4.0	±0.1	
Female	99	±1	3	6	20	49	22	±3	3.8	±0.1	
AGR/FTS/AR	100	±1	3	6	18	54	20	±4	3.8	±0.1	
Other Selected Reserve	100	±1	2	4	16	55	24	±2	4.0	±0.1	
Reserve Unit	100	±1	2	4	16	55	24	±2	3.9	±0.1	
Military Technician	100	±1	0	3	16	58	23	±5	4.0	±0.1	
IMA	100	±1	1	1	12	54	31	±6	4.1	±0.1	
Not Activated Past 12 Months	100	±1	1	4	16	55	24	±2	4.0	±0.1	
Activated Past 12 Months	99	±1	3	4	17	54	22	±4	3.9	±0.1	
Not Deployed Past 12 Months	99	±1	1	4	16	55	24	±2	4.0	±0.1	
Deployed Past 12 Months	100	±1	3	5	16	55	20	±3	3.8	±0.1	
Deployed OIF/OEF	100	±1	3	6	17	55	19	±4	3.8	±0.1	
WHITE	100	±1	2	4	16	56	23	±2	4.0	±0.1	
ARNG	99	±1	2	4	15	56	22	±3	3.9	±0.1	
USAR	100	±0	2	4	21	52	21	±5	3.9	±0.1	
USNR	100	±1	1	2	12	59	26	±5	4.1	±0.1	
USMCR	99	±1	0	6	15	56	22	±6	3.9	±0.1	
ANG	100	±1	1	4	13	58	25	±5	4.0	±0.1	
USAFR	99	±1	0	3	12	56	28	±6	4.1	±0.1	
Enlisted	100	±1	2	4	17	55	22	±3	3.9	±0.1	
E1 – E4	99	±1	2	4	19	51	24	±4	3.9	±0.1	
E5 – E9	100	±1	1	4	15	59	21	±3	3.9	±0.1	
Officers	100	±1	1	3	10	58	28	±3	4.1	±0.1	
BLACK	99	±1	2	5	17	53	22	±3	3.9	±0.1	
ARNG	99	±1	3	5	17	49	26	±5	3.9	±0.1	
USAR	100	±1	3	5	19	55	18	±4	3.8	±0.1	
USNR	99	±1	2	3	17	55	23	±4	3.9	±0.1	
USMCR	100	±0	1	6	18	55	20	±8	3.9	±0.2	
ANG	100	±1	2	5	15	56	22	±4	3.9	±0.1	
USAFR	99	±1	1	4	16	56	23	±3	4.0	±0.1	
Enlisted	99	±1	2	5	18	53	22	±3	3.9	±0.1	
E1 – E4	99	±1	3	5	19	49	25	±5	3.9	±0.1	
E5 – E9	99	±1	2	5	17	56	20	±3	3.9	±0.1	
Officers	99	±1	1	4	16	56	23	±3	4.0	±0.1	

Note. Percent responding are Reserve component members who answered the question.

44e. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
HISPANIC	100	±1	3	4	16	52	26	±3	3.9	±0.1	
ARNG	100	±0	5	3	17	47	28	±6	3.9	±0.2	
USAR	99	±1	2	5	17	54	23	±6	3.9	±0.1	
USNR	100	±1	2	2	11	57	29	±8	4.1	±0.2	
USMCR	100	±1	1	5	14	54	26	±8	4.0	±0.2	
ANG	100	±1	1	3	14	57	24	±8	4.0	±0.1	
USAFR	100	±1	2	2	13	59	24	±8	4.0	±0.1	
Enlisted	100	±1	3	4	16	52	26	±4	3.9	±0.1	
E1 – E4	100	±1	3	3	16	49	29	±6	4.0	±0.2	
E5 – E9	100	±1	3	4	16	55	23	±5	3.9	±0.1	
Officers	100	±1	1	4	16	52	26	±5	4.0	±0.1	
AIAN	100	±1	0	9	17	45	29	±11	3.9	±0.3	
ARNG	100	±1	0	NR	17	39	32	±16	3.9	±0.4	
USAR	100	±1	1	4	NR	NR	NR	±6	3.9	±0.3	
USNR	100	±0	1	NR	12	NR	22	±17	NR		
ANG	100	±0	0	2	7	NR	NR	±7	4.3	±0.4	
USAFR	100	±0	0	3	NR	34	NR	±14	4.1	±0.4	
Enlisted	100	±1	0	9	17	44	30	±12	3.9	±0.3	
Officers	100	±1	0	5	13	59	22	±14	4.0	±0.2	
ASIAN	99	±1	2	4	19	54	21	±5	3.9	±0.1	
ARNG	99	±1	3	5	19	53	20	±12	3.8	±0.2	
USAR	100	±1	2	3	23	56	16	±7	3.8	±0.1	
USNR	99	±1	1	1	20	55	23	±13	4.0	±0.2	
USMCR	100	±1	1	2	19	56	23	±15	4.0	±0.2	
ANG	100	±1	1	4	13	60	22	±5	4.0	±0.1	
USAFR	99	±1	1	4	17	48	31	±16	4.0	±0.3	
Enlisted	99	±1	2	4	20	54	20	±6	3.9	±0.1	
Officers	100	±1	2	3	14	57	24	±6	4.0	±0.1	
NHPI	99	±2	2	1	15	55	27	±11	4.0	±0.2	
ARNG	98	±4	0	1	NR	NR	NR	±3	4.0	±0.4	
USAR	100	±1	2	3	13	54	28	±7	4.0	±0.1	
USNR	100	±0	3	NR	7	NR	NR	±14	4.0	±0.2	
ANG	100	±1	2	2	9	NR	NR	±8	4.2	±0.4	
USAFR	100	±0	1	2	7	61	28	±11	4.1	±0.2	
Enlisted	100	±1	2	1	15	54	28	±12	4.0	±0.2	
Officers	93	±12	1	3	9	74	13	±12	4.0	±0.1	
TWO OR MORE RACES	100	±1	3	3	16	53	24	±9	3.9	±0.2	
ARNG	100	±0	3	1	13	58	25	±16	4.0	±0.3	
USAR	100	±0	NR	3	NR	NR	13	±17	3.6	±0.4	
USNR	99	±2	2	4	16	61	16	±14	3.9	±0.2	
USMCR	100	±0	2	1	NR	NR	NR	±6	4.1	±0.4	
ANG	100	±0	3	NR	6	38	NR	±17	4.0	±0.4	
USAFR	99	±1	2	2	NR	NR	NR	±3	3.9	±0.3	
Enlisted	100	±1	3	2	17	52	25	±10	3.9	±0.2	
Officers	100	±0	3	9	11	58	19	±14	3.8	±0.3	
USCGR	100	±1	0	4	12	57	26	±4	4.1	±0.1	
White	100	±1	0	4	12	57	27	±5	4.1	±0.1	
Black	100	±0	NR	1	19	50	30	±15	4.1	±0.3	
Hispanic	100	±0	NR	6	16	50	28	±11	4.0	±0.2	
Other Race/Ethnicity	100	±0	0	3	9	73	15	±8	4.0	±0.1	
Enlisted	100	±1	0	4	13	57	25	±5	4.0	±0.1	
E1 – E4	100	±0	0	6	16	54	24	±8	4.0	±0.2	
E5 – E9	100	±1	1	3	10	60	26	±5	4.1	±0.1	
Officers	99	±2	0	2	10	57	32	±7	4.2	±0.1	

NR: Not reportable

**44. How much do you agree or disagree with the following statements about the people you work with at your military workplace?**

**f. You put more effort into your job than your coworkers do.**

1. Strongly disagree  
4. Agree

2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	100	±1	2	9	51	25	13	±2	3.4	±0.1	
ARNG	100	±1	2	8	51	25	14	±3	3.4	±0.1	
USAR	100	±1	1	9	50	26	14	±3	3.4	±0.1	
USNR	99	±1	2	8	50	25	15	±4	3.4	±0.1	
USMCR	100	±1	2	9	52	26	11	±5	3.4	±0.1	
ANG	100	±1	1	9	54	25	10	±4	3.3	±0.1	
USAFR	100	±1	2	12	51	23	12	±4	3.3	±0.1	
Enlisted	100	±1	2	8	51	25	13	±2	3.4	±0.1	
E1 – E4	99	±1	2	9	53	23	13	±3	3.4	±0.1	
E5 – E9	100	±1	1	8	50	27	14	±3	3.4	±0.1	
Officers	100	±1	1	12	51	25	11	±2	3.3	±0.1	
O1 – O3	100	±1	1	9	55	26	9	±3	3.3	±0.1	
O4 – O6	100	±1	2	13	48	25	13	±3	3.3	±0.1	
Male	100	±1	2	8	51	26	13	±2	3.4	±0.1	
Female	99	±1	2	13	51	22	11	±3	3.3	±0.1	
AGR/FTS/AR	100	±1	2	8	48	27	15	±4	3.4	±0.1	
Other Selected Reserve	100	±1	2	9	51	25	13	±2	3.4	±0.1	
Reserve Unit	100	±1	2	9	51	25	13	±2	3.4	±0.1	
Military Technician	100	±1	1	8	45	30	16	±5	3.5	±0.1	
IMA	98	±2	1	16	54	20	9	±5	3.2	±0.1	
Not Activated Past 12 Months	100	±1	2	9	52	25	13	±2	3.4	±0.1	
Activated Past 12 Months	100	±1	3	9	51	23	15	±4	3.4	±0.1	
Not Deployed Past 12 Months	100	±1	2	10	52	25	12	±2	3.4	±0.1	
Deployed Past 12 Months	100	±1	2	7	49	27	15	±3	3.5	±0.1	
Deployed OIF/OEF	100	±1	2	8	48	27	16	±4	3.5	±0.1	
WHITE	100	±1	2	9	52	24	13	±2	3.4	±0.1	
ARNG	99	±1	2	8	53	24	13	±3	3.4	±0.1	
USAR	100	±0	1	9	50	26	14	±5	3.4	±0.1	
USNR	100	±1	2	8	51	24	15	±5	3.4	±0.1	
USMCR	100	±0	2	9	51	27	11	±6	3.4	±0.1	
ANG	100	±0	1	9	54	25	10	±5	3.3	±0.1	
USAFR	99	±1	2	13	51	22	12	±6	3.3	±0.1	
Enlisted	100	±1	2	8	52	24	13	±3	3.4	±0.1	
E1 – E4	100	±1	2	9	54	22	13	±4	3.4	±0.1	
E5 – E9	100	±1	1	8	51	26	13	±3	3.4	±0.1	
Officers	100	±1	1	12	51	24	11	±3	3.3	±0.1	
BLACK	99	±1	2	11	50	25	12	±3	3.3	±0.1	
ARNG	100	±1	2	12	48	25	13	±5	3.3	±0.1	
USAR	99	±1	2	11	50	25	12	±4	3.4	±0.1	
USNR	99	±1	3	9	54	24	11	±4	3.3	±0.1	
USMCR	100	±0	2	11	55	19	13	±8	3.3	±0.2	
ANG	100	±1	2	14	51	24	9	±4	3.2	±0.1	
USAFR	99	±1	2	11	53	24	10	±3	3.3	±0.1	
Enlisted	100	±1	2	11	50	25	12	±3	3.3	±0.1	
E1 – E4	99	±1	2	13	51	22	12	±5	3.3	±0.1	
E5 – E9	100	±1	2	10	48	27	13	±3	3.4	±0.1	
Officers	99	±1	2	12	53	23	10	±3	3.3	±0.1	

Note. Percent responding are Reserve component members who answered the question.

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44f. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
HISPANIC	99	±1	1	7	46	31	16	±3	3.5	±0.1	
ARNG	100	±1	1	7	41	34	18	±6	3.6	±0.1	
USAR	99	±1	1	6	48	29	16	±6	3.5	±0.1	
USNR	96	±5	1	9	42	29	18	±7	3.5	±0.2	
USMCR	100	±1	1	10	52	27	9	±8	3.3	±0.2	
ANG	100	±1	0	7	51	30	12	±9	3.5	±0.1	
USAFR	100	±1	1	8	54	26	11	±9	3.4	±0.2	
Enlisted	99	±1	1	7	46	31	16	±4	3.5	±0.1	
E1 – E4	99	±1	1	9	49	28	14	±6	3.4	±0.1	
E5 – E9	99	±1	1	5	43	33	17	±5	3.6	±0.1	
Officers	100	±1	1	9	46	28	15	±5	3.5	±0.1	
AIAN	100	±1	1	10	55	23	11	±11	3.3	±0.2	
ARNG	100	±1	1	12	47	26	14	±16	3.4	±0.3	
USAR	100	±1	1	7	76	11	5	±15	3.1	±0.2	
USNR	100	±0	1	7	NR	NR	11	±9	3.4	±0.3	
ANG	100	±0	1	NR	NR	NR	5	±6	3.3	±0.4	
USAFR	100	±0	0	9	61	24	6	±15	3.3	±0.2	
Enlisted	100	±1	1	9	55	24	11	±12	3.4	±0.2	
Officers	100	±1	0	14	57	21	7	±15	3.2	±0.2	
ASIAN	100	±1	1	7	46	30	16	±5	3.5	±0.1	
ARNG	99	±1	1	6	47	25	21	±12	3.6	±0.3	
USAR	100	±0	1	8	46	35	10	±8	3.4	±0.2	
USNR	99	±1	1	9	44	29	18	±10	3.5	±0.2	
USMCR	100	±0	1	5	47	33	14	±16	3.6	±0.3	
ANG	99	±1	1	5	51	30	13	±5	3.5	±0.1	
USAFR	100	±1	1	7	39	30	23	±18	3.7	±0.3	
Enlisted	100	±1	1	6	46	29	17	±6	3.6	±0.2	
Officers	100	±1	1	9	47	31	13	±5	3.5	±0.1	
NHPI	100	±1	1	7	53	23	16	±11	3.5	±0.2	
ARNG	100	±0	1	7	NR	14	NR	±15	3.4	±0.5	
USAR	100	±1	1	8	39	34	18	±7	3.6	±0.2	
USNR	100	±0	2	1	NR	NR	11	±15	3.7	±0.3	
ANG	100	±1	2	5	NR	NR	11	±10	3.3	±0.2	
USAFR	100	±0	0	12	48	24	15	±11	3.4	±0.2	
Enlisted	100	±1	1	7	54	21	17	±12	3.5	±0.2	
Officers	100	±1	1	4	NR	NR	8	±6	3.5	±0.2	
TWO OR MORE RACES	99	±3	3	7	55	24	11	±9	3.3	±0.2	
ARNG	100	±0	2	4	59	28	7	±16	3.3	±0.3	
USAR	94	±11	3	3	NR	NR	NR	±7	3.4	±0.4	
USNR	99	±2	1	11	57	20	11	±15	3.3	±0.2	
USMCR	99	±2	2	6	NR	NR	3	±10	3.2	±0.3	
ANG	100	±1	NR	12	NR	14	NR	±14	3.1	±0.6	
USAFR	100	±0	0	NR	NR	NR	NR	±1	3.5	±0.4	
Enlisted	99	±3	3	6	57	24	10	±10	3.3	±0.2	
Officers	100	±1	4	12	46	25	12	±11	3.3	±0.3	
USCGR	100	±1	2	13	54	22	10	±4	3.2	±0.1	
White	100	±1	2	13	55	22	9	±5	3.2	±0.1	
Black	99	±2	NR	27	54	7	10	±14	3.0	±0.3	
Hispanic	100	±0	2	12	47	26	13	±11	3.4	±0.2	
Other Race/Ethnicity	100	±0	1	10	54	28	7	±9	3.3	±0.2	
Enlisted	100	±1	2	12	55	23	9	±5	3.3	±0.1	
E1 – E4	99	±2	2	12	55	24	7	±8	3.2	±0.2	
E5 – E9	100	±0	1	12	54	22	11	±5	3.3	±0.1	
Officers	100	±1	2	20	49	17	12	±7	3.2	±0.2	




















































NR: Not reportable

44. Coworker Satisfaction scale: Constructed from Q44a-e. Coworker Satisfaction can be defined as satisfaction with coworker conflicts, coworker work effort, work group compatibility, and helpfulness of coworkers.

	Percent Responding		Mean	Max ME	Coworker Satisfaction
TOTAL DOD	100	±1	3.9	±0.1	
ARNG	100	±1	3.9	±0.1	
USAR	100	±1	3.8	±0.1	
USNR	100	±1	4.0	±0.1	
USMCR	100	±0	3.9	±0.1	
ANG	100	±1	3.9	±0.1	
USAFR	100	±1	3.9	±0.1	
Enlisted	100	±1	3.8	±0.1	
E1 – E4	100	±1	3.8	±0.1	
E5 – E9	100	±1	3.8	±0.1	
Officers	100	±1	4.0	±0.1	
O1 – O3	100	±1	3.9	±0.1	
O4 – O6	100	±1	4.1	±0.1	
Male	100	±1	3.9	±0.1	
Female	100	±1	3.7	±0.1	
AGR/FTS/AR	100	±1	3.7	±0.1	
Other Selected Reserve	100	±1	3.9	±0.1	
Reserve Unit	100	±1	3.9	±0.1	
Military Technician	100	±1	3.9	±0.1	
IMA	100	±1	4.1	±0.1	
Not Activated Past 12 Months	100	±1	3.9	±0.1	
Activated Past 12 Months	100	±1	3.8	±0.1	
Not Deployed Past 12 Months	100	±1	3.9	±0.1	
Deployed Past 12 Months	100	±1	3.8	±0.1	
Deployed OIF/OEF	100	±1	3.7	±0.1	
WHITE	100	±1	3.9	±0.1	
ARNG	100	±1	3.9	±0.1	
USAR	100	±0	3.8	±0.1	
USNR	100	±1	4.0	±0.1	
USMCR	100	±0	3.9	±0.1	
ANG	100	±0	3.9	±0.1	
USAFR	100	±0	4.0	±0.1	
Enlisted	100	±1	3.8	±0.1	
E1 – E4	100	±1	3.8	±0.1	
E5 – E9	100	±1	3.8	±0.1	
Officers	100	±1	4.0	±0.1	
BLACK	100	±1	3.8	±0.1	
ARNG	99	±1	3.9	±0.1	
USAR	100	±1	3.7	±0.1	
USNR	100	±1	3.9	±0.1	
USMCR	100	±0	3.9	±0.1	
ANG	100	±0	3.8	±0.1	
USAFR	100	±1	3.8	±0.1	
Enlisted	100	±1	3.8	±0.1	
E1 – E4	99	±1	3.8	±0.1	
E5 – E9	100	±1	3.8	±0.1	
Officers	100	±1	3.9	±0.1	

Note. Percent responding are Reserve component members who answered the question. The scale ranges from 1 to 5. A higher score indicates more satisfying experiences. Cronbach's coefficient alpha = 0.91.



44. Continued	Percent Responding		Mean	Max ME	Coworker Satisfaction
HISPANIC	100	±1	3.8	±0.1	
ARNG	100	±0	3.8	±0.1	
USAR	100	±1	3.8	±0.1	
USNR	100	±1	3.9	±0.2	
USMCR	100	±0	3.9	±0.2	
ANG	100	±0	3.8	±0.1	
USAFR	100	±1	3.9	±0.1	
Enlisted	100	±1	3.8	±0.1	
E1 – E4	100	±1	3.8	±0.1	
E5 – E9	100	±1	3.8	±0.1	
Officers	100	±1	3.9	±0.1	
AIAN	100	±1	3.9	±0.2	
ARNG	100	±1	3.9	±0.3	
USAR	100	±0	3.8	±0.3	
USNR	100	±0	NR		
ANG	100	±0	NR		
USAFR	100	±0	4.0	±0.2	
Enlisted	100	±1	3.9	±0.3	
Officers	100	±0	4.0	±0.2	
ASIAN	100	±1	3.8	±0.1	
ARNG	100	±1	3.7	±0.2	
USAR	100	±0	3.7	±0.1	
USNR	100	±0	3.9	±0.2	
USMCR	100	±0	3.8	±0.2	
ANG	100	±1	3.8	±0.1	
USAFR	100	±1	3.9	±0.1	
Enlisted	100	±1	3.7	±0.1	
Officers	100	±1	3.9	±0.1	
NHPI	100	±1	4.0	±0.2	
ARNG	100	±0	3.9	±0.3	
USAR	100	±1	3.9	±0.1	
USNR	100	±0	4.0	±0.2	
ANG	100	±1	4.1	±0.4	
USAFR	100	±0	4.0	±0.2	
Enlisted	100	±1	4.0	±0.2	
Officers	100	±1	3.9	±0.1	
TWO OR MORE RACES	100	±1	3.9	±0.2	
ARNG	100	±0	4.0	±0.2	
USAR	100	±0	3.5	±0.4	
USNR	99	±1	3.8	±0.2	
USMCR	100	±0	NR		
ANG	100	±0	4.0	±0.4	
USAFR	100	±0	3.9	±0.3	
Enlisted	100	±1	3.9	±0.2	
Officers	100	±0	3.8	±0.2	
USCGR	100	±0	4.0	±0.1	
White	100	±0	4.0	±0.1	
Black	100	±0	4.1	±0.2	
Hispanic	100	±0	3.9	±0.2	
Other Race/Ethnicity	100	±0	3.9	±0.1	
Enlisted	100	±0	3.9	±0.1	
E1 – E4	100	±0	3.9	±0.1	
E5 – E9	100	±0	4.0	±0.1	
Officers	100	±0	4.1	±0.1	

NR: Not reportable

**45. How much do you agree or disagree with the following statements about the work you do at your military workplace?****a. Your work provides you with a sense of pride.**1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	100	±1	2	5	14	47	32	±2	4.0	±0.1	
ARNG	99	±1	3	5	15	46	32	±3	4.0	±0.1	
USAR	100	±1	2	6	16	49	28	±3	4.0	±0.1	
USNR	100	±1	2	4	14	47	34	±4	4.1	±0.1	
USMCR	99	±1	3	7	15	48	27	±5	3.9	±0.1	
ANG	100	±1	1	3	12	48	37	±4	4.2	±0.1	
USAFR	100	±1	1	5	11	47	37	±4	4.1	±0.1	
Enlisted	100	±1	2	5	15	47	31	±2	4.0	±0.1	
E1 – E4	99	±1	3	7	18	43	30	±3	3.9	±0.1	
E5 – E9	100	±1	1	4	13	50	32	±3	4.1	±0.1	
Officers	100	±1	1	3	11	48	37	±2	4.2	±0.1	
O1 – O3	100	±1	2	4	13	49	32	±3	4.1	±0.1	
O4 – O6	100	±1	1	2	9	47	41	±3	4.3	±0.1	
Male	100	±1	2	5	14	48	32	±2	4.0	±0.1	
Female	99	±1	2	5	17	44	31	±3	4.0	±0.1	
AGR/FTS/AR	100	±1	1	4	12	48	35	±4	4.1	±0.1	
Other Selected Reserve	100	±1	2	5	14	47	32	±2	4.0	±0.1	
Reserve Unit	100	±1	2	5	15	47	31	±2	4.0	±0.1	
Military Technician	100	±1	1	4	14	46	36	±5	4.1	±0.1	
IMA	100	±1	1	2	8	47	42	±6	4.3	±0.1	
Not Activated Past 12 Months	100	±1	2	5	15	47	32	±2	4.0	±0.1	
Activated Past 12 Months	100	±1	3	6	14	46	30	±4	4.0	±0.1	
Not Deployed Past 12 Months	100	±1	2	4	14	47	33	±2	4.0	±0.1	
Deployed Past 12 Months	100	±1	2	6	14	46	31	±3	4.0	±0.1	
Deployed OIF/OEF	100	±1	2	7	16	46	30	±4	3.9	±0.1	
WHITE	100	±1	2	5	14	47	32	±2	4.0	±0.1	
ARNG	99	±1	3	5	14	46	32	±3	4.0	±0.1	
USAR	100	±1	1	6	14	50	28	±5	4.0	±0.1	
USNR	100	±1	1	4	13	48	34	±5	4.1	±0.1	
USMCR	99	±2	4	8	13	49	26	±6	3.8	±0.2	
ANG	100	±0	1	3	12	47	37	±5	4.2	±0.1	
USAFR	100	±0	1	6	10	45	38	±6	4.1	±0.1	
Enlisted	100	±1	2	5	14	47	31	±3	4.0	±0.1	
E1 – E4	99	±1	4	7	17	41	31	±4	3.9	±0.1	
E5 – E9	100	±1	1	4	13	51	32	±3	4.1	±0.1	
Officers	100	±1	1	3	10	48	38	±3	4.2	±0.1	
BLACK	99	±1	2	4	14	47	32	±3	4.0	±0.1	
ARNG	99	±1	3	4	15	44	33	±5	4.0	±0.1	
USAR	99	±1	2	5	13	50	30	±4	4.0	±0.1	
USNR	99	±1	2	3	16	46	32	±4	4.0	±0.1	
USMCR	100	±1	4	3	21	44	29	±9	3.9	±0.2	
ANG	100	±1	1	4	13	51	31	±4	4.1	±0.1	
USAFR	100	±1	1	3	13	48	34	±3	4.1	±0.1	
Enlisted	99	±1	3	4	15	47	32	±3	4.0	±0.1	
E1 – E4	99	±2	4	5	18	44	30	±5	3.9	±0.1	
E5 – E9	99	±1	2	4	12	49	33	±3	4.1	±0.1	
Officers	99	±1	1	2	11	51	35	±3	4.2	±0.1	

Note. Percent responding are Reserve component members who answered the question.

45a. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
HISPANIC	99	±1	2	4	17	45	33	±3	4.0	±0.1	
ARNG	99	±1	2	4	15	43	36	±6	4.1	±0.2	
USAR	100	±1	2	4	22	46	26	±6	3.9	±0.1	
USNR	100	±1	5	3	13	41	38	±8	4.0	±0.2	
USMCR	100	±0	1	7	18	45	29	±8	3.9	±0.2	
ANG	100	±0	1	3	11	49	35	±8	4.1	±0.1	
USAFR	97	±5	1	2	12	51	33	±8	4.1	±0.1	
Enlisted	99	±1	2	4	17	45	32	±4	4.0	±0.1	
E1 – E4	99	±1	2	5	19	44	29	±6	3.9	±0.1	
E5 – E9	99	±1	2	3	15	45	34	±5	4.1	±0.1	
Officers	100	±1	2	2	11	46	38	±5	4.2	±0.1	
AIAN	100	±1	1	9	17	45	29	±11	3.9	±0.2	
ARNG	100	±1	1	NR	15	44	31	±16	3.9	±0.3	
USAR	100	±1	1	NR	NR	NR	NR	±2	3.5	±0.5	
USNR	100	±0	2	3	11	NR	NR	±11	4.1	±0.2	
ANG	100	±0	0	1	3	NR	NR	±4	4.3	±0.4	
USAFR	100	±0	0	3	NR	34	NR	±14	4.2	±0.4	
Enlisted	100	±1	1	9	17	47	27	±12	3.9	±0.3	
Officers	100	±1	1	3	16	32	48	±14	4.2	±0.3	
ASIAN	100	±1	1	5	18	51	25	±5	3.9	±0.1	
ARNG	99	±1	2	5	21	49	23	±11	3.9	±0.2	
USAR	100	±0	1	6	19	55	19	±7	3.8	±0.1	
USNR	100	±0	1	3	16	52	29	±10	4.1	±0.2	
USMCR	100	±0	1	NR	22	41	27	±14	3.8	±0.4	
ANG	100	±0	1	2	11	57	29	±5	4.1	±0.1	
USAFR	100	±1	1	4	14	49	32	±17	4.1	±0.3	
Enlisted	100	±1	1	5	19	52	23	±6	3.9	±0.1	
Officers	100	±1	1	4	12	49	34	±6	4.1	±0.1	
NHPI	100	±1	1	2	9	53	35	±11	4.2	±0.2	
ARNG	100	±0	2	1	7	NR	NR	±11	4.1	±0.3	
USAR	99	±2	1	3	14	44	37	±7	4.1	±0.1	
USNR	100	±0	NR	NR	NR	NR	NR		4.1	±0.2	
ANG	100	±0	0	2	7	NR	NR	±6	4.4	±0.3	
USAFR	100	±0	NR	3	11	46	38	±11	4.1	±0.2	
Enlisted	100	±1	1	2	9	52	35	±12	4.2	±0.2	
Officers	100	±0	2	1	10	58	29	±16	4.1	±0.2	
TWO OR MORE RACES	100	±1	1	4	17	48	30	±9	4.0	±0.2	
ARNG	100	±0	1	1	14	56	29	±16	4.1	±0.2	
USAR	99	±2	1	NR	NR	NR	NR	±2	3.8	±0.5	
USNR	99	±1	2	7	13	57	21	±14	3.9	±0.2	
USMCR	100	±0	1	2	NR	NR	NR	±6	NR		
ANG	100	±1	1	NR	11	34	NR	±17	4.2	±0.4	
USAFR	100	±0	1	3	NR	NR	NR	±4	4.0	±0.3	
Enlisted	100	±1	1	4	17	47	31	±10	4.0	±0.2	
Officers	100	±0	1	NR	15	55	24	±11	3.9	±0.2	
USCGR	100	±1	2	6	13	49	31	±4	4.0	±0.1	
White	100	±1	2	7	12	50	30	±5	4.0	±0.1	
Black	100	±0	NR	NR	21	48	29	±15	4.0	±0.3	
Hispanic	100	±0	2	3	10	43	42	±11	4.2	±0.2	
Other Race/Ethnicity	100	±0	3	2	16	51	28	±9	4.0	±0.2	
Enlisted	100	±1	2	6	14	50	28	±5	4.0	±0.1	
E1 – E4	100	±0	3	8	16	45	27	±8	3.8	±0.2	
E5 – E9	100	±1	1	4	12	54	29	±5	4.0	±0.1	
Officers	100	±0	1	3	7	47	42	±7	4.3	±0.1	

NR: Not reportable

## 45. How much do you agree or disagree with the following statements about the work you do at your military workplace?

## b. Your work makes good use of your skills.

1. Strongly disagree  
4. Agree

2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	99	±1	5	10	18	42	25	±2	3.7	±0.1	
ARNG	99	±1	6	10	18	40	26	±3	3.7	±0.1	
USAR	99	±1	6	11	20	41	22	±3	3.6	±0.1	
USNR	99	±1	5	11	18	43	23	±4	3.7	±0.1	
USMCR	99	±1	8	12	19	43	18	±5	3.5	±0.2	
ANG	100	±1	2	7	15	46	29	±4	3.9	±0.1	
USAFR	99	±1	3	7	14	48	28	±4	3.9	±0.1	
Enlisted	99	±1	6	10	18	41	24	±2	3.7	±0.1	
E1 – E4	99	±1	8	12	22	35	23	±3	3.5	±0.1	
E5 – E9	99	±1	4	9	16	46	25	±3	3.8	±0.1	
Officers	99	±1	3	8	14	47	28	±2	3.9	±0.1	
O1 – O3	100	±1	4	10	17	45	24	±3	3.7	±0.1	
O4 – O6	99	±1	2	7	12	47	32	±3	4.0	±0.1	
Male	99	±1	5	10	18	42	25	±2	3.7	±0.1	
Female	99	±1	6	9	18	41	26	±3	3.7	±0.1	
AGR/FTS/AR	99	±1	3	8	12	47	30	±4	3.9	±0.1	
Other Selected Reserve	99	±1	5	10	18	42	25	±2	3.7	±0.1	
Reserve Unit	99	±1	5	10	18	41	24	±2	3.7	±0.1	
Military Technician	100	±1	3	5	13	47	32	±5	4.0	±0.1	
IMA	99	±2	2	6	13	47	32	±6	4.0	±0.1	
Not Activated Past 12 Months	99	±1	5	10	18	43	24	±2	3.7	±0.1	
Activated Past 12 Months	99	±1	7	11	19	40	24	±4	3.6	±0.1	
Not Deployed Past 12 Months	99	±1	5	10	18	42	25	±2	3.7	±0.1	
Deployed Past 12 Months	100	±1	6	11	17	41	25	±3	3.7	±0.1	
Deployed OIF/OEF	100	±1	6	12	17	41	23	±4	3.6	±0.1	
WHITE	99	±1	5	10	18	41	25	±2	3.7	±0.1	
ARNG	99	±1	6	11	19	38	26	±3	3.7	±0.1	
USAR	99	±1	6	11	20	41	22	±5	3.6	±0.1	
USNR	99	±1	4	10	19	43	24	±5	3.7	±0.2	
USMCR	99	±2	10	12	16	43	18	±6	3.5	±0.2	
ANG	99	±1	2	7	16	46	29	±5	3.9	±0.1	
USAFR	99	±1	2	7	14	48	29	±6	4.0	±0.1	
Enlisted	99	±1	6	11	19	40	25	±3	3.7	±0.1	
E1 – E4	99	±1	8	13	22	32	24	±4	3.5	±0.1	
E5 – E9	99	±1	4	9	17	46	25	±3	3.8	±0.1	
Officers	99	±1	3	8	14	47	29	±3	3.9	±0.1	
BLACK	99	±1	5	9	18	43	26	±3	3.7	±0.1	
ARNG	99	±1	6	7	17	41	28	±4	3.8	±0.1	
USAR	99	±1	6	10	19	42	24	±4	3.7	±0.1	
USNR	99	±1	5	10	20	44	22	±4	3.7	±0.1	
USMCR	100	±0	5	9	19	45	22	±9	3.7	±0.2	
ANG	99	±1	4	8	14	48	26	±4	3.8	±0.1	
USAFR	99	±1	3	8	16	47	26	±3	3.9	±0.1	
Enlisted	99	±1	6	9	18	42	26	±3	3.7	±0.1	
E1 – E4	99	±1	9	9	21	38	23	±5	3.6	±0.2	
E5 – E9	99	±1	4	9	16	45	27	±3	3.8	±0.1	
Officers	99	±1	3	7	14	49	27	±4	3.9	±0.1	

Note. Percent responding are Reserve component members who answered the question.

2007 Workplace and Equal Opportunity Survey of Reserve Component Members

45b. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
HISPANIC	99	±1	6	10	15	43	25	±3	3.7	±0.1	
ARNG	100	±1	6	9	12	44	29	±6	3.8	±0.2	
USAR	100	±1	6	11	20	42	21	±6	3.6	±0.2	
USNR	99	±2	10	13	16	38	24	±7	3.5	±0.3	
USMCR	100	±0	4	12	25	42	17	±9	3.6	±0.2	
ANG	100	±1	3	6	14	47	30	±9	4.0	±0.2	
USAFR	97	±5	5	8	10	48	29	±9	3.9	±0.2	
Enlisted	99	±1	6	10	15	43	25	±4	3.7	±0.1	
E1 – E4	99	±1	7	11	19	40	22	±6	3.6	±0.2	
E5 – E9	99	±1	6	9	12	46	27	±5	3.8	±0.1	
Officers	100	±1	3	9	16	41	30	±5	3.9	±0.1	
AIAN	100	±1	2	15	15	44	24	±11	3.7	±0.3	
ARNG	100	±1	2	11	14	45	28	±17	3.9	±0.3	
USAR	100	±1	3	NR	NR	NR	8	±7	3.2	±0.5	
USNR	100	±0	4	NR	NR	NR	23	±17	3.4	±0.6	
ANG	100	±1	0	2	8	NR	NR	±7	4.2	±0.4	
USAFR	100	±0	1	7	NR	26	NR	±12	3.9	±0.4	
Enlisted	100	±1	2	16	15	44	23	±12	3.7	±0.3	
Officers	99	±1	3	10	15	41	31	±15	3.9	±0.3	
ASIAN	100	±1	6	9	20	45	19	±5	3.6	±0.2	
ARNG	100	±1	9	9	15	47	19	±11	3.6	±0.3	
USAR	100	±0	4	9	27	46	14	±9	3.6	±0.2	
USNR	100	±1	7	14	14	43	21	±14	3.6	±0.3	
USMCR	100	±0	4	15	33	27	21	±16	3.5	±0.3	
ANG	99	±1	1	6	16	54	24	±5	3.9	±0.1	
USAFR	100	±1	3	5	17	48	28	±16	3.9	±0.3	
Enlisted	100	±1	6	10	21	45	18	±6	3.6	±0.2	
Officers	100	±1	3	9	15	46	27	±5	3.9	±0.2	
NHPI	100	±1	2	4	19	49	25	±12	3.9	±0.2	
ARNG	100	±0	2	2	NR	NR	13	±13	3.7	±0.3	
USAR	99	±2	2	8	14	44	31	±7	3.9	±0.2	
USNR	100	±0	NR	3	NR	NR	NR	±11	4.0	±0.2	
ANG	100	±0	1	3	8	NR	NR	±6	4.3	±0.3	
USAFR	99	±1	6	3	17	47	27	±11	3.8	±0.3	
Enlisted	100	±1	2	4	20	47	26	±13	3.9	±0.2	
Officers	100	±0	3	1	10	68	18	±14	4.0	±0.2	
TWO OR MORE RACES	100	±1	3	12	16	47	22	±9	3.7	±0.2	
ARNG	100	±0	2	9	12	59	18	±15	3.8	±0.3	
USAR	100	±1	3	NR	NR	NR	NR	±5	3.4	±0.5	
USNR	99	±2	7	10	19	NR	16	±10	3.6	±0.2	
USMCR	100	±0	3	5	NR	NR	13	±16	3.6	±0.4	
ANG	100	±1	7	7	9	32	NR	±17	4.0	±0.5	
USAFR	100	±1	4	NR	17	NR	12	±17	3.6	±0.4	
Enlisted	100	±1	3	12	16	47	22	±10	3.7	±0.2	
Officers	100	±1	8	13	14	49	17	±14	3.5	±0.3	
USCGR	100	±1	7	12	17	43	21	±4	3.6	±0.1	
White	100	±1	7	13	15	44	21	±5	3.6	±0.2	
Black	100	±0	NR	10	31	33	24	±15	3.7	±0.3	
Hispanic	100	±0	3	9	17	45	25	±11	3.8	±0.3	
Other Race/Ethnicity	100	±0	10	9	22	38	20	±9	3.5	±0.3	
Enlisted	100	±1	8	13	17	43	19	±5	3.5	±0.1	
E1 – E4	100	±0	10	19	17	34	20	±8	3.3	±0.2	
E5 – E9	100	±1	5	7	18	51	19	±5	3.7	±0.1	
Officers	100	±0	3	10	12	44	31	±7	3.9	±0.2	

NR: Not reportable

**45. How much do you agree or disagree with the following statements about the work you do at your military workplace?****c. You like the kind of work you do.**1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	99	±1	4	6	16	43	31	±2	3.9	±0.1	
ARNG	99	±1	5	6	15	43	32	±3	3.9	±0.1	
USAR	99	±1	4	9	18	42	27	±3	3.8	±0.1	
USNR	99	±1	4	6	18	46	26	±4	3.8	±0.1	
USMCR	100	±1	8	9	21	40	22	±5	3.6	±0.2	
ANG	99	±1	1	5	13	43	38	±4	4.1	±0.1	
USAFR	99	±1	2	4	13	48	32	±4	4.1	±0.1	
Enlisted	99	±1	4	7	16	43	30	±2	3.9	±0.1	
E1 – E4	99	±1	7	8	19	38	28	±3	3.7	±0.1	
E5 – E9	99	±1	2	6	14	46	32	±3	4.0	±0.1	
Officers	99	±1	2	6	14	46	33	±2	4.0	±0.1	
O1 – O3	100	±1	3	8	16	45	28	±3	3.9	±0.1	
O4 – O6	99	±1	1	4	13	46	36	±3	4.1	±0.1	
Male	99	±1	4	6	16	43	31	±2	3.9	±0.1	
Female	99	±1	4	6	17	43	30	±3	3.9	±0.1	
AGR/FTS/AR	100	±1	2	6	14	45	32	±4	4.0	±0.1	
Other Selected Reserve	99	±1	4	6	16	43	31	±2	3.9	±0.1	
Reserve Unit	99	±1	4	7	16	43	30	±2	3.9	±0.1	
Military Technician	99	±1	1	4	12	44	39	±5	4.2	±0.1	
IMA	100	±1	1	3	11	47	38	±6	4.2	±0.1	
Not Activated Past 12 Months	99	±1	3	6	17	44	30	±2	3.9	±0.1	
Activated Past 12 Months	99	±1	5	8	15	42	30	±4	3.8	±0.1	
Not Deployed Past 12 Months	99	±1	4	6	16	44	30	±2	3.9	±0.1	
Deployed Past 12 Months	99	±1	5	8	15	41	32	±3	3.9	±0.1	
Deployed OIF/OEF	99	±1	6	9	16	40	30	±4	3.8	±0.1	
WHITE	99	±1	4	7	15	43	31	±2	3.9	±0.1	
ARNG	99	±1	5	7	15	42	31	±3	3.9	±0.1	
USAR	99	±1	4	10	17	41	28	±5	3.8	±0.1	
USNR	100	±1	4	6	16	47	26	±5	3.9	±0.2	
USMCR	100	±1	10	10	19	39	23	±6	3.6	±0.2	
ANG	99	±1	1	5	13	42	39	±5	4.1	±0.1	
USAFR	100	±1	1	4	11	51	32	±6	4.1	±0.1	
Enlisted	99	±1	4	7	15	43	30	±3	3.9	±0.1	
E1 – E4	99	±1	8	8	17	38	29	±4	3.7	±0.1	
E5 – E9	99	±1	2	6	14	46	31	±3	4.0	±0.1	
Officers	99	±1	2	6	14	46	33	±3	4.0	±0.1	
BLACK	99	±1	4	5	16	44	31	±3	3.9	±0.1	
ARNG	99	±1	5	5	14	43	33	±5	3.9	±0.1	
USAR	99	±1	3	6	18	44	29	±4	3.9	±0.1	
USNR	99	±1	3	7	21	43	26	±4	3.8	±0.1	
USMCR	100	±0	5	6	18	47	24	±8	3.8	±0.2	
ANG	99	±1	3	4	14	47	32	±4	4.0	±0.1	
USAFR	99	±1	2	5	15	45	33	±3	4.0	±0.1	
Enlisted	99	±1	4	5	16	43	31	±3	3.9	±0.1	
E1 – E4	99	±1	7	6	20	38	28	±5	3.7	±0.1	
E5 – E9	99	±1	2	5	14	47	32	±3	4.0	±0.1	
Officers	99	±1	2	5	14	47	32	±3	4.0	±0.1	

Note. Percent responding are Reserve component members who answered the question.

2007 Workplace and Equal Opportunity Survey of Reserve Component Members

45c. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
HISPANIC	99	±1	3	5	18	42	32	±3	4.0	±0.1	
ARNG	99	±1	2	3	17	41	37	±6	4.1	±0.2	
USAR	99	±1	5	8	18	43	27	±6	3.8	±0.2	
USNR	100	±1	6	6	18	43	27	±8	3.8	±0.2	
USMCR	100	±1	3	8	26	39	24	±9	3.7	±0.2	
ANG	100	±1	1	1	14	45	38	±8	4.2	±0.2	
USAFR	97	±5	1	2	16	43	37	±9	4.1	±0.2	
Enlisted	99	±1	3	5	18	42	32	±4	3.9	±0.1	
E1 – E4	99	±1	4	6	23	39	27	±5	3.8	±0.2	
E5 – E9	99	±1	2	4	13	45	35	±5	4.1	±0.1	
Officers	99	±1	3	4	14	43	36	±5	4.0	±0.1	
AIAN	100	±1	4	9	18	37	32	±11	3.8	±0.3	
ARNG	100	±1	1	2	17	38	42	±16	4.2	±0.3	
USAR	100	±0	NR	NR	NR	NR	9	±7	NR		
USNR	100	±1	3	NR	NR	NR	23	±17	3.5	±0.5	
ANG	100	±0	0	NR	5	NR	NR	±6	NR		
USAFR	99	±2	1	7	NR	29	NR	±13	4.0	±0.4	
Enlisted	100	±1	4	10	18	36	32	±12	3.8	±0.3	
Officers	99	±1	2	4	16	44	34	±15	4.0	±0.2	
ASIAN	100	±1	5	7	21	46	22	±5	3.7	±0.2	
ARNG	100	±1	8	7	15	49	22	±12	3.7	±0.3	
USAR	100	±1	3	6	26	47	17	±9	3.7	±0.1	
USNR	99	±2	3	8	26	40	24	±12	3.7	±0.2	
USMCR	100	±1	NR	7	35	33	16	±15	3.4	±0.4	
ANG	99	±1	1	3	14	57	25	±5	4.0	±0.1	
USAFR	99	±1	3	NR	19	38	31	±15	3.8	±0.4	
Enlisted	100	±1	5	7	22	46	20	±6	3.7	±0.2	
Officers	100	±1	2	7	15	45	31	±6	4.0	±0.2	
NHPI	99	±1	1	4	10	56	29	±10	4.1	±0.1	
ARNG	100	±0	2	5	4	71	17	±18	4.0	±0.2	
USAR	98	±2	2	5	17	43	34	±7	4.0	±0.2	
USNR	100	±0	NR	3	NR	NR	NR	±11	4.0	±0.2	
ANG	100	±0	1	2	8	NR	NR	±6	4.3	±0.3	
USAFR	100	±0	1	4	14	49	32	±11	4.1	±0.2	
Enlisted	99	±1	1	5	9	56	29	±11	4.1	±0.2	
Officers	100	±0	2	1	14	57	26	±17	4.0	±0.2	
TWO OR MORE RACES	99	±2	5	5	19	44	27	±9	3.8	±0.2	
ARNG	100	±0	1	5	13	53	28	±16	4.0	±0.3	
USAR	97	±6	NR	5	NR	NR	NR	±6	3.5	±0.6	
USNR	98	±3	3	7	24	NR	16	±12	3.7	±0.2	
USMCR	100	±0	1	5	NR	NR	13	±16	3.8	±0.2	
ANG	100	±1	2	NR	8	NR	NR	±5	4.2	±0.4	
USAFR	100	±1	NR	4	NR	31	NR	±15	3.5	±0.5	
Enlisted	99	±2	5	5	20	42	28	±10	3.8	±0.2	
Officers	100	±1	4	7	13	56	20	±11	3.8	±0.2	
USCGR	100	±1	3	8	16	49	25	±4	3.9	±0.1	
White	100	±0	3	8	16	49	24	±5	3.8	±0.1	
Black	100	±0	NR	6	21	49	22	±15	3.8	±0.3	
Hispanic	99	±3	3	5	10	45	37	±11	4.1	±0.2	
Other Race/Ethnicity	100	±0	3	9	15	48	25	±9	3.8	±0.2	
Enlisted	100	±1	3	8	16	49	24	±5	3.8	±0.1	
E1 – E4	100	±0	5	13	19	39	24	±8	3.6	±0.2	
E5 – E9	100	±1	1	4	14	56	24	±5	4.0	±0.1	
Officers	100	±0	3	6	13	48	30	±7	4.0	±0.2	

NR: Not reportable

**45. How much do you agree or disagree with the following statements about the work you do at your military workplace?****d. Your job gives you the chance to acquire valuable skills.**1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
<b>TOTAL DOD</b>	99	±1	4	7	18	43	28	±2	3.8	±0.1	
ARNG	99	±1	5	7	16	43	28	±3	3.8	±0.1	
USAR	100	±1	4	8	19	44	24	±3	3.8	±0.1	
USNR	100	±1	5	9	21	41	24	±4	3.7	±0.1	
USMCR	100	±1	7	11	19	44	19	±5	3.6	±0.2	
ANG	100	±1	2	7	17	41	34	±4	4.0	±0.1	
USAFR	99	±1	3	7	16	45	29	±4	3.9	±0.1	
Enlisted	99	±1	5	8	18	43	27	±2	3.8	±0.1	
E1 – E4	99	±1	7	8	18	39	26	±3	3.7	±0.1	
E5 – E9	100	±1	3	7	17	46	28	±3	3.9	±0.1	
Officers	100	±1	2	7	18	44	29	±2	3.9	±0.1	
O1 – O3	100	±1	3	8	17	45	26	±3	3.8	±0.1	
O4 – O6	100	±1	1	7	17	43	32	±3	4.0	±0.1	
Male	100	±1	4	7	17	44	27	±2	3.8	±0.1	
Female	99	±1	5	8	19	41	28	±3	3.8	±0.1	
AGR/FTS/AR	100	±1	3	6	15	46	31	±4	4.0	±0.1	
Other Selected Reserve	99	±1	4	8	18	43	27	±2	3.8	±0.1	
Reserve Unit	99	±1	5	8	18	43	27	±2	3.8	±0.1	
Military Technician	100	±1	2	5	16	42	34	±5	4.0	±0.1	
IMA	100	±1	1	6	20	40	33	±6	4.0	±0.1	
Not Activated Past 12 Months	100	±1	4	7	18	43	27	±2	3.8	±0.1	
Activated Past 12 Months	99	±1	5	8	19	42	27	±4	3.8	±0.1	
Not Deployed Past 12 Months	99	±1	4	7	17	44	28	±2	3.8	±0.1	
Deployed Past 12 Months	100	±1	5	9	18	41	27	±3	3.8	±0.1	
Deployed OIF/OEF	100	±1	5	10	19	41	26	±4	3.7	±0.1	
<b>WHITE</b>	99	±1	4	8	18	43	27	±2	3.8	±0.1	
ARNG	99	±1	5	7	17	43	28	±3	3.8	±0.1	
USAR	100	±1	5	9	19	43	24	±5	3.7	±0.1	
USNR	100	±1	4	9	23	40	24	±5	3.7	±0.2	
USMCR	100	±1	9	13	16	44	18	±6	3.5	±0.2	
ANG	100	±1	2	7	18	39	34	±5	4.0	±0.1	
USAFR	100	±1	1	7	17	46	29	±6	3.9	±0.1	
Enlisted	99	±1	5	8	18	42	27	±3	3.8	±0.1	
E1 – E4	99	±1	8	9	17	38	27	±4	3.7	±0.1	
E5 – E9	100	±1	2	7	18	45	27	±3	3.9	±0.1	
Officers	100	±1	2	7	18	43	29	±3	3.9	±0.1	
<b>BLACK</b>	99	±1	4	6	16	45	29	±3	3.9	±0.1	
ARNG	99	±1	6	6	14	43	31	±5	3.9	±0.1	
USAR	100	±1	4	6	17	46	27	±4	3.9	±0.1	
USNR	99	±1	4	8	19	45	25	±4	3.8	±0.1	
USMCR	100	±0	4	10	14	50	23	±8	3.8	±0.2	
ANG	99	±1	3	7	13	49	28	±4	3.9	±0.1	
USAFR	99	±1	3	5	16	45	31	±3	3.9	±0.1	
Enlisted	99	±1	5	6	16	44	29	±3	3.9	±0.1	
E1 – E4	100	±1	7	6	20	39	27	±5	3.7	±0.1	
E5 – E9	99	±1	3	6	13	48	29	±3	3.9	±0.1	
Officers	99	±1	2	5	13	48	31	±3	4.0	±0.1	

Note. Percent responding are Reserve component members who answered the question.



45d. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
HISPANIC	99	±1	5	6	16	43	29	±3	3.9	±0.1	
ARNG	99	±1	5	5	14	42	34	±6	3.9	±0.2	
USAR	99	±1	5	8	19	44	24	±6	3.8	±0.2	
USNR	100	±1	9	9	16	42	25	±8	3.6	±0.2	
USMCR	100	±1	5	8	25	40	23	±8	3.7	±0.2	
ANG	100	±0	2	3	11	49	36	±8	4.1	±0.1	
USAFR	98	±5	4	4	15	45	31	±9	4.0	±0.2	
Enlisted	99	±1	5	6	16	43	29	±4	3.8	±0.1	
E1 – E4	99	±1	7	6	19	41	27	±6	3.7	±0.2	
E5 – E9	99	±1	4	6	14	45	31	±5	3.9	±0.1	
Officers	99	±1	1	6	16	44	32	±5	4.0	±0.1	
AIAN	100	±1	4	8	18	38	32	±11	3.9	±0.3	
ARNG	100	±1	1	4	17	40	39	±16	4.1	±0.3	
USAR	100	±1	NR	7	NR	NR	10	±14	NR		
USNR	100	±1	3	NR	NR	NR	22	±17	3.4	±0.6	
ANG	100	±0	0	NR	5	NR	NR	±5	NR		
USAFR	100	±0	2	8	NR	22	NR	±11	3.9	±0.4	
Enlisted	100	±1	4	8	18	38	32	±12	3.9	±0.3	
Officers	100	±1	2	8	14	42	33	±15	4.0	±0.3	
ASIAN	100	±1	6	7	20	47	19	±5	3.7	±0.2	
ARNG	99	±1	8	8	18	50	16	±12	3.6	±0.3	
USAR	100	±1	4	7	25	47	17	±9	3.7	±0.1	
USNR	100	±1	7	7	18	45	22	±14	3.7	±0.3	
USMCR	100	±0	NR	7	31	33	19	±16	3.4	±0.4	
ANG	100	±1	1	4	16	55	25	±5	4.0	±0.1	
USAFR	100	±1	NR	NR	13	40	27	±13	3.7	±0.5	
Enlisted	100	±1	7	8	20	47	18	±6	3.6	±0.2	
Officers	100	±1	3	6	21	45	25	±5	3.8	±0.1	
NHPI	100	±1	2	4	16	49	29	±11	4.0	±0.2	
ARNG	100	±0	3	3	NR	NR	17	±15	3.8	±0.3	
USAR	99	±2	2	6	14	43	35	±7	4.0	±0.2	
USNR	100	±0	NR	3	NR	NR	NR	±11	4.0	±0.2	
ANG	100	±0	0	2	9	NR	NR	±7	4.4	±0.3	
USAFR	100	±0	3	2	16	46	32	±11	4.0	±0.2	
Enlisted	100	±1	2	4	17	49	29	±13	4.0	±0.2	
Officers	100	±0	2	4	14	NR	31	±18	4.0	±0.3	
TWO OR MORE RACES	100	±1	3	6	21	46	23	±9	3.8	±0.2	
ARNG	100	±0	1	2	21	56	21	±15	3.9	±0.2	
USAR	100	±1	4	NR	NR	24	NR	±15	3.5	±0.4	
USNR	99	±1	5	12	14	52	16	±15	3.6	±0.3	
USMCR	100	±0	3	2	NR	NR	13	±16	3.9	±0.2	
ANG	100	±1	2	2	14	NR	NR	±13	4.1	±0.3	
USAFR	100	±0	NR	NR	10	NR	NR	±8	3.5	±0.6	
Enlisted	100	±1	3	6	21	46	23	±10	3.8	±0.2	
Officers	100	±0	3	11	19	45	22	±11	3.7	±0.3	
USCGR	99	±1	3	9	18	48	23	±4	3.8	±0.1	
White	99	±1	3	10	18	47	23	±5	3.8	±0.1	
Black	100	±0	NR	8	12	60	20	±15	3.9	±0.3	
Hispanic	100	±0	3	2	15	54	26	±11	4.0	±0.2	
Other Race/Ethnicity	100	±1	4	7	21	50	18	±9	3.7	±0.2	
Enlisted	99	±1	3	10	18	48	21	±5	3.7	±0.1	
E1 – E4	99	±2	4	11	17	48	20	±8	3.7	±0.2	
E5 – E9	99	±1	2	9	20	48	21	±5	3.8	±0.1	
Officers	100	±1	2	5	15	47	31	±7	4.0	±0.2	

NR: Not reportable

**45. How much do you agree or disagree with the following statements about the work you do at your military workplace?****e. You are satisfied with your job as a whole.**1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
<b>TOTAL DOD</b>	100	±1	5	8	17	45	26	±2	3.8	±0.1	
ARNG	99	±1	6	8	16	43	27	±3	3.8	±0.1	
USAR	99	±1	4	10	19	45	22	±3	3.7	±0.1	
USNR	100	±1	4	8	17	47	23	±4	3.8	±0.1	
USMCR	100	±1	8	10	18	45	19	±5	3.6	±0.1	
ANG	100	±1	2	6	14	46	32	±4	4.0	±0.1	
USAFR	99	±1	3	5	15	48	29	±4	3.9	±0.1	
Enlisted	99	±1	5	8	17	44	26	±2	3.8	±0.1	
E1 – E4	99	±1	8	9	20	38	24	±3	3.6	±0.1	
E5 – E9	100	±1	3	7	15	48	27	±3	3.9	±0.1	
Officers	100	±1	2	6	14	47	30	±2	4.0	±0.1	
O1 – O3	100	±1	4	8	17	46	25	±3	3.8	±0.1	
O4 – O6	100	±1	1	5	12	48	33	±3	4.1	±0.1	
Male	100	±1	4	8	16	45	26	±2	3.8	±0.1	
Female	99	±1	6	8	19	41	26	±3	3.7	±0.1	
AGR/FTS/AR	100	±1	3	6	16	46	28	±4	3.9	±0.1	
Other Selected Reserve	99	±1	5	8	17	44	26	±2	3.8	±0.1	
Reserve Unit	99	±1	5	8	17	44	26	±2	3.8	±0.1	
Military Technician	100	±1	2	5	12	50	31	±5	4.0	±0.1	
IMA	100	±1	1	4	11	48	36	±6	4.1	±0.1	
Not Activated Past 12 Months	100	±1	4	8	17	46	25	±2	3.8	±0.1	
Activated Past 12 Months	99	±1	6	8	18	42	25	±4	3.7	±0.1	
Not Deployed Past 12 Months	99	±1	4	8	16	46	26	±2	3.8	±0.1	
Deployed Past 12 Months	100	±1	6	8	18	41	26	±3	3.7	±0.1	
Deployed OIF/OEF	100	±1	6	9	19	40	26	±4	3.7	±0.1	
<b>WHITE</b>	100	±1	4	8	16	45	26	±2	3.8	±0.1	
ARNG	99	±1	6	8	17	43	27	±3	3.8	±0.1	
USAR	100	±1	3	11	18	46	22	±5	3.7	±0.1	
USNR	100	±1	3	7	17	48	24	±5	3.8	±0.1	
USMCR	100	±1	9	11	15	46	18	±6	3.5	±0.2	
ANG	100	±0	2	6	14	46	32	±5	4.0	±0.1	
USAFR	100	±1	3	4	13	50	30	±6	4.0	±0.1	
Enlisted	100	±1	5	8	17	45	25	±3	3.8	±0.1	
E1 – E4	99	±1	8	9	20	37	25	±4	3.6	±0.1	
E5 – E9	100	±1	2	7	15	50	26	±3	3.9	±0.1	
Officers	100	±1	2	6	14	47	30	±3	4.0	±0.1	
<b>BLACK</b>	99	±1	5	8	17	44	27	±3	3.8	±0.1	
ARNG	99	±1	6	8	16	41	30	±4	3.8	±0.1	
USAR	99	±1	5	9	18	44	24	±4	3.7	±0.1	
USNR	99	±1	4	8	20	44	24	±4	3.8	±0.1	
USMCR	100	±0	6	8	14	49	23	±8	3.7	±0.2	
ANG	100	±1	3	8	14	50	26	±4	3.9	±0.1	
USAFR	99	±1	3	6	16	47	28	±3	3.9	±0.1	
Enlisted	99	±1	5	8	17	43	26	±3	3.8	±0.1	
E1 – E4	99	±1	8	10	20	37	24	±5	3.6	±0.2	
E5 – E9	99	±1	4	7	15	47	28	±3	3.9	±0.1	
Officers	99	±1	2	7	15	48	28	±3	3.9	±0.1	

Note. Percent responding are Reserve component members who answered the question.






















































45e. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
HISPANIC	99	±1	5	7	17	42	28	±3	3.8	±0.1	
ARNG	100	±1	6	6	15	40	33	±6	3.9	±0.2	
USAR	99	±1	5	10	18	44	23	±6	3.7	±0.2	
USNR	100	±0	8	8	15	44	25	±8	3.7	±0.2	
USMCR	100	±1	4	10	24	39	23	±8	3.7	±0.2	
ANG	100	±1	3	3	16	46	33	±9	4.0	±0.2	
USAFR	97	±5	1	4	19	47	28	±9	4.0	±0.2	
Enlisted	99	±1	5	8	17	42	28	±4	3.8	±0.1	
E1 – E4	99	±1	7	8	21	39	26	±5	3.7	±0.2	
E5 – E9	99	±1	4	8	14	45	30	±5	3.9	±0.1	
Officers	100	±1	4	5	15	44	32	±5	4.0	±0.1	
AIAN	100	±1	5	12	17	38	28	±11	3.7	±0.3	
ARNG	100	±1	2	10	13	42	34	±17	4.0	±0.3	
USAR	100	±0	NR	NR	NR	NR	NR		3.1	±0.7	
USNR	100	±1	5	NR	11	NR	21	±16	3.2	±0.6	
ANG	100	±1	1	1	NR	NR	NR	±2	NR		
USAFR	100	±0	1	6	NR	26	NR	±12	3.9	±0.4	
Enlisted	100	±1	6	12	17	38	28	±12	3.7	±0.3	
Officers	100	±0	2	6	19	41	32	±15	3.9	±0.2	
ASIAN	100	±1	6	8	21	46	19	±5	3.6	±0.2	
ARNG	99	±2	10	8	20	43	18	±11	3.5	±0.3	
USAR	100	±1	4	9	27	47	15	±9	3.6	±0.2	
USNR	100	±1	7	7	17	46	22	±14	3.7	±0.3	
USMCR	100	±0	NR	6	28	45	13	±14	3.5	±0.4	
ANG	100	±0	1	5	15	58	22	±5	3.9	±0.1	
USAFR	100	±1	3	NR	19	40	27	±15	3.8	±0.4	
Enlisted	100	±1	7	8	23	45	17	±6	3.6	±0.2	
Officers	99	±2	4	6	16	49	26	±5	3.9	±0.2	
NHPI	100	±1	2	5	12	55	27	±10	4.0	±0.1	
ARNG	100	±0	2	5	5	71	16	±18	3.9	±0.2	
USAR	99	±1	2	5	15	45	32	±7	4.0	±0.2	
USNR	100	±0	NR	3	NR	NR	NR	±11	4.0	±0.2	
ANG	100	±0	1	2	13	NR	NR	±9	4.3	±0.3	
USAFR	100	±0	3	6	23	41	27	±12	3.8	±0.3	
Enlisted	100	±1	2	5	11	55	27	±11	4.0	±0.2	
Officers	100	±0	2	3	12	NR	30	±18	4.1	±0.2	
TWO OR MORE RACES	99	±3	5	10	19	45	21	±9	3.7	±0.2	
ARNG	100	±0	5	8	12	58	17	±15	3.7	±0.3	
USAR	94	±11	4	NR	NR	24	NR	±15	3.4	±0.5	
USNR	99	±2	4	12	21	NR	15	±12	3.6	±0.2	
USMCR	100	±0	2	NR	NR	NR	7	±10	3.7	±0.3	
ANG	100	±1	2	9	15	33	NR	±17	4.0	±0.4	
USAFR	100	±1	NR	NR	NR	NR	NR		3.5	±0.5	
Enlisted	99	±3	5	10	19	45	22	±10	3.7	±0.2	
Officers	100	±1	3	13	18	47	18	±13	3.6	±0.3	
USCGR	100	±1	3	11	14	49	23	±4	3.8	±0.1	
White	100	±0	3	12	14	48	23	±5	3.8	±0.1	
Black	100	±0	NR	6	22	51	21	±14	3.9	±0.3	
Hispanic	99	±3	4	4	15	49	28	±11	3.9	±0.3	
Other Race/Ethnicity	100	±0	4	8	17	49	22	±9	3.8	±0.2	
Enlisted	100	±1	3	12	15	48	22	±5	3.8	±0.1	
E1 – E4	100	±0	4	16	15	43	21	±8	3.6	±0.2	
E5 – E9	100	±1	1	8	15	53	23	±5	3.9	±0.1	
Officers	100	±0	3	6	11	50	30	±7	4.0	±0.2	

NR: Not reportable

45. Work Satisfaction scale: Constructed from Q45a-d. Work Satisfaction can be defined as a sense of pride, use of skills, work enjoyment, and the opportunity to acquire valuable skills.

	Percent Responding		Mean	Max ME	Work Satisfaction
TOTAL DOD	100	±1	3.9	±0.1	
ARNG	99	±1	3.9	±0.1	
USAR	100	±1	3.8	±0.1	
USNR	100	±1	3.8	±0.1	
USMCR	99	±1	3.6	±0.1	
ANG	100	±1	4.1	±0.1	
USAFR	99	±1	4.0	±0.1	
Enlisted	100	±1	3.8	±0.1	
E1 – E4	99	±1	3.7	±0.1	
E5 – E9	100	±1	3.9	±0.1	
Officers	100	±1	4.0	±0.1	
O1 – O3	100	±1	3.9	±0.1	
O4 – O6	100	±1	4.1	±0.1	
Male	100	±1	3.9	±0.1	
Female	100	±1	3.8	±0.1	
AGR/FTS/AR	100	±1	4.0	±0.1	
Other Selected Reserve	100	±1	3.9	±0.1	
Reserve Unit	100	±1	3.8	±0.1	
Military Technician	100	±1	4.1	±0.1	
IMA	100	±1	4.1	±0.1	
Not Activated Past 12 Months	100	±1	3.9	±0.1	
Activated Past 12 Months	99	±1	3.8	±0.1	
Not Deployed Past 12 Months	100	±1	3.9	±0.1	
Deployed Past 12 Months	100	±1	3.8	±0.1	
Deployed OIF/OEF	100	±1	3.8	±0.1	
WHITE	100	±1	3.9	±0.1	
ARNG	99	±1	3.8	±0.1	
USAR	100	±1	3.8	±0.1	
USNR	100	±1	3.8	±0.1	
USMCR	99	±2	3.6	±0.2	
ANG	100	±0	4.0	±0.1	
USAFR	100	±1	4.0	±0.1	
Enlisted	100	±1	3.8	±0.1	
E1 – E4	99	±1	3.7	±0.1	
E5 – E9	100	±1	3.9	±0.1	
Officers	100	±1	4.0	±0.1	
BLACK	100	±1	3.9	±0.1	
ARNG	99	±1	3.9	±0.1	
USAR	100	±1	3.9	±0.1	
USNR	99	±1	3.8	±0.1	
USMCR	100	±0	3.8	±0.2	
ANG	100	±1	4.0	±0.1	
USAFR	100	±1	4.0	±0.1	
Enlisted	100	±1	3.9	±0.1	
E1 – E4	99	±1	3.7	±0.1	
E5 – E9	100	±1	4.0	±0.1	
Officers	99	±1	4.0	±0.1	

Note. Percent responding are Reserve component members who answered the question. The scale ranges from 1 to 5. A higher score indicates more satisfying experiences. Cronbach's coefficient alpha = 0.93.

45. Continued	Percent Responding		Mean	Max ME	Work Satisfaction
HISPANIC	100	±1	3.9	±0.1	
ARNG	100	±1	4.0	±0.1	
USAR	100	±1	3.8	±0.1	
USNR	100	±0	3.7	±0.2	
USMCR	100	±0	3.7	±0.2	
ANG	100	±0	4.1	±0.1	
USAFR	97	±5	4.0	±0.2	
Enlisted	99	±1	3.9	±0.1	
E1 – E4	99	±1	3.8	±0.1	
E5 – E9	99	±1	4.0	±0.1	
Officers	100	±1	4.0	±0.1	
AIAN	100	±1	3.8	±0.3	
ARNG	100	±1	4.0	±0.3	
USAR	100	±1	3.3	±0.5	
USNR	100	±0	3.6	±0.4	
ANG	100	±0	NR		
USAFR	100	±0	4.0	±0.4	
Enlisted	100	±1	3.8	±0.3	
Officers	100	±1	4.0	±0.2	
ASIAN	100	±1	3.7	±0.1	
ARNG	100	±1	3.7	±0.3	
USAR	100	±0	3.7	±0.1	
USNR	100	±0	3.8	±0.2	
USMCR	100	±0	3.5	±0.4	
ANG	100	±1	4.0	±0.1	
USAFR	100	±1	3.9	±0.3	
Enlisted	100	±1	3.7	±0.2	
Officers	100	±0	3.9	±0.1	
NHPI	100	±1	4.0	±0.1	
ARNG	100	±0	3.9	±0.2	
USAR	99	±1	4.0	±0.1	
USNR	100	±0	4.0	±0.2	
ANG	100	±0	4.3	±0.3	
USAFR	100	±0	4.0	±0.2	
Enlisted	100	±1	4.0	±0.2	
Officers	100	±0	4.0	±0.2	
TWO OR MORE RACES	100	±1	3.8	±0.2	
ARNG	100	±0	4.0	±0.2	
USAR	100	±1	3.6	±0.4	
USNR	99	±1	3.7	±0.2	
USMCR	100	±0	3.8	±0.2	
ANG	100	±1	4.1	±0.3	
USAFR	100	±0	3.6	±0.4	
Enlisted	100	±1	3.9	±0.2	
Officers	100	±0	3.8	±0.2	
USCGR	100	±0	3.8	±0.1	
White	100	±0	3.8	±0.1	
Black	100	±0	3.9	±0.3	
Hispanic	100	±0	4.0	±0.2	
Other Race/Ethnicity	100	±0	3.8	±0.2	
Enlisted	100	±0	3.8	±0.1	
E1 – E4	100	±0	3.6	±0.2	
E5 – E9	100	±0	3.9	±0.1	
Officers	100	±0	4.0	±0.1	

NR: Not reportable

## 46. Overall, how well prepared...

## a. Are you to perform your wartime job?

1. Very poorly prepared  
4. Well prepared

2. Poorly prepared  
5. Very well prepared

3. Neither well nor poorly prepared

	Percent Responding		Percentages					Max ME	Average Preparedness		
			1	2	3	4	5				
TOTAL DOD	100	±1	3	6	20	45	26	±2	3.8	±0.1	
ARNG	99	±1	4	7	21	43	26	±3	3.8	±0.1	
USAR	100	±1	3	7	22	44	24	±3	3.8	±0.1	
USNR	100	±1	3	7	24	46	20	±4	3.7	±0.1	
USMCR	100	±1	5	6	16	47	25	±5	3.8	±0.1	
ANG	100	±1	1	3	15	49	32	±4	4.1	±0.1	
USAFR	100	±1	1	5	18	48	28	±4	4.0	±0.1	
Enlisted	100	±1	3	6	20	44	25	±2	3.8	±0.1	
E1 – E4	99	±1	6	8	24	40	23	±3	3.7	±0.1	
E5 – E9	100	±1	2	5	18	48	27	±3	3.9	±0.1	
Officers	100	±1	1	5	19	48	27	±2	3.9	±0.1	
O1 – O3	100	±1	3	7	23	47	20	±3	3.8	±0.1	
O4 – O6	100	±1	1	4	16	49	32	±3	4.1	±0.1	
Male	100	±1	3	6	19	46	27	±2	3.9	±0.1	
Female	100	±1	4	9	27	42	19	±3	3.6	±0.1	
AGR/FTS/AR	100	±1	2	5	19	46	29	±4	4.0	±0.1	
Other Selected Reserve	100	±1	3	6	20	45	25	±2	3.8	±0.1	
Reserve Unit	100	±1	3	6	20	45	25	±2	3.8	±0.1	
Military Technician	99	±1	1	3	15	48	33	±5	4.1	±0.1	
IMA	99	±1	1	3	20	45	31	±6	4.0	±0.1	
Not Activated Past 12 Months	100	±1	3	7	23	45	22	±2	3.8	±0.1	
Activated Past 12 Months	100	±1	3	5	15	43	34	±4	4.0	±0.1	
Not Deployed Past 12 Months	100	±1	3	7	23	46	22	±2	3.8	±0.1	
Deployed Past 12 Months	100	±1	2	4	13	43	38	±3	4.1	±0.1	
Deployed OIF/OEF	100	±1	2	4	11	41	42	±4	4.2	±0.1	
WHITE	100	±1	3	6	19	46	27	±2	3.9	±0.1	
ARNG	100	±1	4	7	21	43	25	±3	3.8	±0.1	
USAR	100	±1	3	6	20	46	25	±5	3.8	±0.1	
USNR	100	±1	2	6	24	48	21	±5	3.8	±0.1	
USMCR	100	±0	5	7	15	46	27	±6	3.8	±0.2	
ANG	99	±1	1	3	14	49	34	±5	4.1	±0.1	
USAFR	100	±1	0	4	17	48	30	±6	4.0	±0.1	
Enlisted	100	±1	3	6	19	45	26	±3	3.9	±0.1	
E1 – E4	100	±1	5	8	22	40	24	±4	3.7	±0.1	
E5 – E9	100	±1	2	4	17	48	28	±3	4.0	±0.1	
Officers	100	±1	1	5	18	49	27	±3	4.0	±0.1	
BLACK	99	±1	4	7	24	44	22	±3	3.7	±0.1	
ARNG	99	±1	5	7	22	42	23	±4	3.7	±0.1	
USAR	99	±1	4	8	25	41	22	±4	3.7	±0.1	
USNR	99	±1	3	8	28	44	17	±4	3.6	±0.1	
USMCR	100	±0	2	7	20	49	22	±8	3.8	±0.2	
ANG	99	±1	1	4	21	52	22	±4	3.9	±0.1	
USAFR	99	±1	2	5	22	49	23	±3	3.9	±0.1	
Enlisted	99	±1	4	7	23	43	22	±3	3.7	±0.1	
E1 – E4	100	±1	7	9	29	35	19	±5	3.5	±0.1	
E5 – E9	99	±1	2	6	20	49	24	±3	3.9	±0.1	
Officers	99	±1	3	4	24	46	23	±3	3.8	±0.1	

Note. Percent responding are Reserve component members who answered the question.

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46a. Continued	Percent Responding		Percentages					Max ME	Average Preparedness		
			1	2	3	4	5				
HISPANIC	99	±1	3	7	19	44	27	±3	3.8	±0.1	
ARNG	99	±2	3	7	19	40	32	±6	3.9	±0.2	
USAR	99	±1	4	7	20	44	25	±6	3.8	±0.2	
USNR	100	±1	4	11	22	46	17	±8	3.6	±0.2	
USMCR	100	±1	5	3	19	52	21	±8	3.8	±0.2	
ANG	100	±0	1	2	14	52	31	±8	4.1	±0.1	
USAFR	99	±1	1	9	18	47	25	±10	3.8	±0.2	
Enlisted	99	±1	3	7	19	44	27	±4	3.8	±0.1	
E1 – E4	99	±2	5	8	22	40	25	±6	3.7	±0.2	
E5 – E9	99	±1	2	6	17	47	28	±5	3.9	±0.1	
Officers	100	±1	2	5	16	46	30	±5	4.0	±0.1	
AIAN	100	±1	3	10	20	37	30	±11	3.8	±0.3	
ARNG	100	±1	1	NR	18	37	33	±17	3.9	±0.4	
USAR	100	±0	3	NR	NR	NR	NR	±7	3.5	±0.6	
USNR	100	±0	NR	4	12	NR	21	±16	NR		
ANG	100	±1	0	1	NR	NR	NR	±2	NR		
USAFR	100	±0	2	0	15	38	NR	±15	4.2	±0.3	
Enlisted	100	±1	3	10	21	36	30	±12	3.8	±0.3	
Officers	100	±0	1	6	12	51	29	±14	4.0	±0.2	
ASIAN	100	±1	5	7	27	43	18	±5	3.6	±0.2	
ARNG	99	±1	11	5	29	40	14	±12	3.4	±0.3	
USAR	100	±1	3	8	28	45	16	±8	3.6	±0.2	
USNR	100	±1	2	9	28	40	22	±13	3.7	±0.3	
USMCR	100	±0	2	NR	27	37	23	±14	3.7	±0.3	
ANG	99	±1	1	3	22	54	20	±5	3.9	±0.1	
USAFR	99	±1	1	NR	20	45	23	±15	3.8	±0.4	
Enlisted	99	±1	6	7	28	42	17	±6	3.6	±0.2	
Officers	100	±1	2	8	20	49	20	±5	3.8	±0.1	
NHPI	100	±1	2	7	21	41	30	±12	3.9	±0.3	
ARNG	100	±0	2	NR	NR	NR	NR	±4	3.8	±0.6	
USAR	100	±1	2	5	24	42	27	±7	3.9	±0.2	
USNR	97	±5	NR	NR	NR	NR	NR		3.9	±0.2	
ANG	100	±0	1	0	17	NR	30	±16	4.1	±0.2	
USAFR	99	±2	0	2	24	49	25	±11	4.0	±0.2	
Enlisted	100	±1	2	8	21	38	31	±13	3.9	±0.3	
Officers	100	±0	1	1	16	60	22	±16	4.0	±0.2	
TWO OR MORE RACES	100	±1	2	5	24	49	21	±9	3.8	±0.2	
ARNG	100	±1	1	7	15	55	21	±15	3.9	±0.3	
USAR	100	±1	1	1	NR	NR	9	±10	3.6	±0.3	
USNR	99	±2	5	7	24	NR	19	±12	3.7	±0.2	
USMCR	99	±2	1	3	NR	NR	11	±16	3.8	±0.2	
ANG	100	±1	3	2	13	NR	NR	±7	4.1	±0.3	
USAFR	100	±0	1	4	NR	NR	NR	±4	3.9	±0.3	
Enlisted	100	±1	2	5	24	50	19	±10	3.8	±0.2	
Officers	100	±1	2	6	18	43	30	±12	4.0	±0.2	
USCGR	100	±1	5	8	27	46	13	±4	3.5	±0.1	
White	100	±1	5	9	28	46	12	±5	3.5	±0.1	
Black	98	±4	NR	1	48	31	18	±15	3.6	±0.3	
Hispanic	100	±0	4	4	19	53	19	±11	3.8	±0.3	
Other Race/Ethnicity	100	±0	6	7	21	50	15	±9	3.6	±0.2	
Enlisted	100	±1	6	9	28	46	11	±5	3.5	±0.1	
E1 – E4	100	±0	9	13	27	42	9	±8	3.3	±0.2	
E5 – E9	100	±1	3	6	28	50	13	±5	3.6	±0.1	
Officers	99	±2	2	5	25	48	20	±7	3.8	±0.2	

NR: Not reportable

## 46. Overall, how well prepared...

## b. Is your unit to perform its wartime mission?

1. Very poorly prepared  
4. Well prepared

2. Poorly prepared  
5. Very well prepared

3. Neither well nor poorly prepared

	Percent Responding		Percentages					Max ME	Average Preparedness		
			1	2	3	4	5				
TOTAL DOD	99	±1	4	8	25	42	22	±2	3.7	±0.1	
ARNG	99	±1	5	9	27	40	19	±3	3.6	±0.1	
USAR	100	±1	5	10	30	39	16	±3	3.5	±0.1	
USNR	100	±1	2	7	24	45	22	±4	3.8	±0.1	
USMCR	100	±0	3	6	21	48	21	±5	3.8	±0.1	
ANG	100	±1	1	3	13	45	38	±4	4.2	±0.1	
USAFR	100	±1	1	4	16	49	29	±4	4.0	±0.1	
Enlisted	99	±1	4	8	25	41	22	±2	3.7	±0.1	
E1 – E4	99	±1	6	7	26	38	23	±3	3.7	±0.1	
E5 – E9	99	±1	3	8	24	43	21	±3	3.7	±0.1	
Officers	100	±1	2	7	23	45	22	±2	3.8	±0.1	
O1 – O3	100	±1	4	9	27	43	17	±3	3.6	±0.1	
O4 – O6	99	±1	1	5	20	48	26	±3	3.9	±0.1	
Male	100	±1	4	8	24	42	22	±2	3.7	±0.1	
Female	99	±1	4	8	28	40	20	±3	3.6	±0.1	
AGR/FTS/AR	99	±1	3	6	29	42	20	±4	3.7	±0.1	
Other Selected Reserve	99	±1	4	8	24	42	22	±2	3.7	±0.1	
Reserve Unit	100	±1	4	8	25	42	22	±2	3.7	±0.1	
Military Technician	100	±1	3	6	21	44	25	±5	3.8	±0.1	
IMA	99	±1	1	1	16	49	33	±6	4.1	±0.1	
Not Activated Past 12 Months	99	±1	4	8	26	42	20	±2	3.7	±0.1	
Activated Past 12 Months	99	±1	5	8	22	40	25	±4	3.7	±0.1	
Not Deployed Past 12 Months	99	±1	4	8	26	42	21	±2	3.7	±0.1	
Deployed Past 12 Months	100	±1	4	8	21	42	25	±3	3.8	±0.1	
Deployed OIF/OEF	100	±1	4	9	19	41	28	±4	3.8	±0.1	
WHITE	100	±1	4	8	23	42	23	±2	3.7	±0.1	
ARNG	99	±1	5	9	27	40	18	±3	3.6	±0.1	
USAR	100	±1	4	11	28	39	16	±5	3.5	±0.1	
USNR	100	±1	2	6	23	47	23	±5	3.8	±0.1	
USMCR	100	±0	4	8	21	46	22	±6	3.7	±0.2	
ANG	100	±1	1	3	12	44	40	±5	4.2	±0.1	
USAFR	100	±1	1	4	15	49	30	±6	4.0	±0.1	
Enlisted	99	±1	4	8	24	41	23	±3	3.7	±0.1	
E1 – E4	99	±1	5	8	24	38	25	±4	3.7	±0.1	
E5 – E9	100	±1	3	8	23	44	21	±3	3.7	±0.1	
Officers	100	±1	2	7	23	46	23	±3	3.8	±0.1	
BLACK	99	±1	4	7	28	42	19	±3	3.6	±0.1	
ARNG	99	±1	5	8	28	40	19	±5	3.6	±0.1	
USAR	99	±1	5	8	32	39	15	±4	3.5	±0.1	
USNR	99	±1	2	6	29	42	22	±4	3.7	±0.1	
USMCR	100	±0	0	4	26	48	21	±8	3.9	±0.2	
ANG	99	±1	1	3	17	50	29	±4	4.1	±0.1	
USAFR	99	±1	1	4	20	49	26	±3	3.9	±0.1	
Enlisted	99	±1	5	7	28	41	19	±3	3.6	±0.1	
E1 – E4	99	±1	7	6	30	37	19	±5	3.6	±0.1	
E5 – E9	99	±1	3	8	26	44	19	±3	3.7	±0.1	
Officers	99	±1	2	5	27	47	19	±3	3.8	±0.1	

Note. Percent responding are Reserve component members who answered the question.



46b. Continued	Percent Responding		Percentages					Max ME	Average Preparedness		
			1	2	3	4	5				
HISPANIC	100	±1	5	7	27	38	22	±3	3.6	±0.1	
ARNG	99	±1	8	8	27	33	23	±6	3.6	±0.2	
USAR	99	±1	5	9	34	36	17	±6	3.5	±0.2	
USNR	100	±0	5	11	27	38	20	±8	3.6	±0.2	
USMCR	100	±0	4	4	16	54	22	±8	3.9	±0.2	
ANG	100	±1	0	3	16	50	30	±8	4.1	±0.1	
USAFR	100	±1	2	2	21	45	29	±9	4.0	±0.2	
Enlisted	100	±1	6	7	27	38	22	±4	3.6	±0.1	
E1 – E4	100	±1	6	7	26	37	24	±5	3.7	±0.2	
E5 – E9	99	±1	5	8	28	38	20	±4	3.6	±0.1	
Officers	100	±1	3	6	26	43	22	±5	3.7	±0.1	
AIAN	100	±1	4	10	23	43	19	±11	3.6	±0.3	
ARNG	100	±1	1	12	20	45	21	±16	3.7	±0.3	
USAR	100	±1	NR	6	NR	NR	4	±5	NR		
USNR	100	±0	2	NR	13	NR	17	±16	NR		
ANG	100	±1	0	0	NR	NR	NR	±2	NR		
USAFR	100	±0	2	4	17	31	NR	±13	4.1	±0.4	
Enlisted	100	±1	5	10	23	44	18	±12	3.6	±0.3	
Officers	100	±1	3	9	20	36	32	±16	3.9	±0.3	
ASIAN	100	±1	6	7	32	41	13	±5	3.5	±0.1	
ARNG	100	±1	14	6	37	36	7	±12	3.2	±0.3	
USAR	100	±1	4	9	38	37	12	±8	3.4	±0.2	
USNR	99	±1	1	13	25	40	20	±16	3.7	±0.3	
USMCR	100	±0	3	5	33	39	21	±17	3.7	±0.3	
ANG	99	±1	1	3	21	54	21	±5	3.9	±0.1	
USAFR	100	±1	2	5	21	55	17	±15	3.8	±0.2	
Enlisted	100	±1	7	7	33	40	13	±6	3.5	±0.2	
Officers	100	±1	3	10	29	43	14	±5	3.5	±0.1	
NHPI	100	±1	2	5	26	47	19	±12	3.8	±0.2	
ARNG	100	±0	2	2	NR	NR	11	±14	3.7	±0.3	
USAR	100	±0	3	9	28	38	22	±7	3.7	±0.2	
USNR	100	±0	1	NR	NR	NR	NR	±4	4.0	±0.2	
ANG	100	±0	1	NR	11	NR	29	±16	4.0	±0.3	
USAFR	99	±2	0	5	16	49	30	±11	4.0	±0.2	
Enlisted	100	±0	2	4	27	47	20	±13	3.8	±0.2	
Officers	99	±2	0	NR	19	NR	16	±16	3.6	±0.5	
TWO OR MORE RACES	100	±1	2	8	24	47	18	±9	3.7	±0.2	
ARNG	100	±0	3	8	28	45	16	±16	3.6	±0.3	
USAR	100	±0	2	NR	NR	NR	7	±10	3.4	±0.3	
USNR	98	±2	4	4	26	NR	18	±11	3.7	±0.2	
USMCR	100	±0	1	1	NR	NR	10	±12	3.8	±0.3	
ANG	100	±1	1	3	9	NR	NR	±5	4.3	±0.3	
USAFR	100	±0	1	NR	6	NR	18	±15	3.8	±0.4	
Enlisted	100	±1	2	7	26	48	17	±10	3.7	±0.2	
Officers	100	±0	3	15	15	43	24	±12	3.7	±0.3	
USCGR	100	±1	3	8	29	46	14	±4	3.6	±0.1	
White	100	±0	3	8	30	46	12	±5	3.6	±0.1	
Black	98	±5	NR	4	31	39	24	±15	3.8	±0.3	
Hispanic	98	±3	2	12	19	49	17	±11	3.7	±0.3	
Other Race/Ethnicity	100	±0	3	7	27	47	16	±9	3.7	±0.2	
Enlisted	100	±1	3	10	30	45	12	±5	3.5	±0.1	
E1 – E4	100	±1	4	13	26	46	11	±8	3.5	±0.2	
E5 – E9	100	±1	3	7	34	44	12	±5	3.6	±0.1	
Officers	100	±0	2	3	24	51	21	±7	3.9	±0.1	

NR: Not reportable

## 47. How would you rate...

## a. Your current level of morale?

1. Very low  
4. High2. Low  
5. Very high

3. Moderate

	Percent Responding		Percentages					Max ME	Average Morale		
			1	2	3	4	5				
TOTAL DOD	99	±1	5	9	30	36	20	±2	3.6	±0.1	
ARNG	99	±1	6	9	29	36	21	±3	3.6	±0.1	
USAR	99	±1	6	11	31	35	18	±3	3.5	±0.1	
USNR	99	±1	5	7	28	39	21	±4	3.6	±0.1	
USMCR	99	±1	8	11	30	33	18	±5	3.4	±0.2	
ANG	98	±1	3	6	30	37	24	±4	3.7	±0.1	
USAFR	98	±1	4	7	28	42	19	±4	3.6	±0.1	
Enlisted	99	±1	6	9	30	36	20	±2	3.6	±0.1	
E1 – E4	99	±1	7	10	29	32	22	±3	3.5	±0.1	
E5 – E9	99	±1	4	8	30	38	19	±2	3.6	±0.1	
Officers	99	±1	3	8	29	40	20	±2	3.7	±0.1	
O1 – O3	99	±1	5	8	32	39	17	±3	3.5	±0.1	
O4 – O6	98	±1	2	7	26	41	23	±3	3.8	±0.1	
Male	99	±1	5	8	28	37	21	±2	3.6	±0.1	
Female	99	±1	6	9	35	31	19	±3	3.5	±0.1	
AGR/FTS/AR	99	±1	4	8	32	35	20	±4	3.6	±0.1	
Other Selected Reserve	99	±1	5	9	29	36	20	±2	3.6	±0.1	
Reserve Unit	99	±1	5	9	29	36	20	±2	3.6	±0.1	
Military Technician	99	±1	3	8	29	38	21	±5	3.7	±0.1	
IMA	98	±1	2	4	26	42	25	±6	3.8	±0.1	
Not Activated Past 12 Months	99	±1	5	8	30	37	20	±2	3.6	±0.1	
Activated Past 12 Months	99	±1	7	11	28	36	18	±4	3.5	±0.1	
Not Deployed Past 12 Months	99	±1	5	8	29	37	21	±2	3.6	±0.1	
Deployed Past 12 Months	99	±1	7	10	30	35	18	±3	3.5	±0.1	
Deployed OIF/OEF	99	±1	8	11	28	34	19	±4	3.5	±0.1	
WHITE	99	±1	5	9	29	37	20	±2	3.6	±0.1	
ARNG	100	±1	5	9	29	37	20	±3	3.6	±0.1	
USAR	100	±1	5	11	32	36	16	±5	3.5	±0.1	
USNR	99	±1	5	8	26	41	20	±5	3.6	±0.2	
USMCR	99	±2	8	13	28	33	18	±6	3.4	±0.2	
ANG	98	±2	3	5	30	37	25	±5	3.7	±0.1	
USAFR	99	±2	4	6	28	44	19	±6	3.7	±0.1	
Enlisted	99	±1	5	9	29	37	20	±3	3.6	±0.1	
E1 – E4	100	±1	7	10	29	32	21	±4	3.5	±0.1	
E5 – E9	99	±1	4	8	30	40	18	±3	3.6	±0.1	
Officers	99	±1	3	8	28	41	20	±3	3.7	±0.1	
BLACK	98	±1	6	7	33	35	20	±3	3.6	±0.1	
ARNG	98	±2	6	8	31	34	21	±4	3.6	±0.1	
USAR	97	±2	6	7	34	33	19	±4	3.5	±0.1	
USNR	99	±1	4	7	32	37	21	±5	3.6	±0.1	
USMCR	99	±1	7	5	34	39	14	±9	3.5	±0.2	
ANG	98	±1	5	8	34	35	18	±4	3.5	±0.1	
USAFR	98	±1	5	8	31	38	19	±3	3.6	±0.1	
Enlisted	98	±1	6	7	33	34	20	±3	3.5	±0.1	
E1 – E4	98	±2	8	9	29	31	23	±5	3.5	±0.2	
E5 – E9	98	±1	4	6	36	36	18	±3	3.6	±0.1	
Officers	97	±2	3	7	32	39	18	±3	3.6	±0.1	

Note. Percent responding are Reserve component members who answered the question.

2007 Workplace and Equal Opportunity Survey of Reserve Component Members

47a. Continued	Percent Responding		Percentages					Max ME	Average Morale		
			1	2	3	4	5				
HISPANIC	98	±1	7	8	26	34	25	±3	3.6	±0.1	
ARNG	99	±2	7	8	23	32	30	±6	3.7	±0.2	
USAR	98	±2	8	10	25	34	23	±6	3.6	±0.2	
USNR	98	±4	4	4	32	36	23	±8	3.7	±0.2	
USMCR	99	±1	10	7	28	37	18	±8	3.5	±0.2	
ANG	96	±6	4	6	30	39	21	±8	3.7	±0.2	
USAFR	98	±1	3	10	27	39	21	±9	3.7	±0.2	
Enlisted	98	±1	7	8	26	34	25	±4	3.6	±0.1	
E1 – E4	99	±2	8	9	27	29	27	±5	3.6	±0.2	
E5 – E9	98	±2	6	8	25	37	23	±4	3.6	±0.1	
Officers	98	±1	5	5	25	40	25	±5	3.7	±0.1	
AIAN	99	±1	6	11	27	29	27	±12	3.6	±0.3	
ARNG	100	±1	NR	NR	25	31	30	±17	3.7	±0.4	
USAR	99	±1	NR	NR	18	NR	NR	±12	NR		
USNR	100	±1	2	NR	NR	NR	15	±16	3.3	±0.5	
ANG	100	±1	2	4	NR	NR	NR	±4	NR		
USAFR	99	±2	5	6	33	18	NR	±14	3.8	±0.5	
Enlisted	100	±1	6	11	27	28	27	±13	3.6	±0.3	
Officers	99	±2	5	5	21	43	27	±15	3.8	±0.3	
ASIAN	99	±1	7	8	32	38	15	±5	3.5	±0.1	
ARNG	99	±1	10	10	29	41	10	±12	3.3	±0.3	
USAR	99	±1	6	8	33	40	14	±9	3.5	±0.2	
USNR	99	±1	2	6	33	30	29	±11	3.8	±0.2	
USMCR	100	±1	5	7	43	28	17	±15	3.5	±0.3	
ANG	100	±1	4	6	33	37	19	±5	3.6	±0.1	
USAFR	99	±1	NR	5	31	41	13	±15	3.4	±0.4	
Enlisted	99	±1	8	7	32	38	15	±6	3.5	±0.2	
Officers	99	±1	5	8	32	39	16	±5	3.5	±0.2	
NHPI	98	±4	4	5	34	36	21	±12	3.7	±0.2	
ARNG	95	±9	4	NR	NR	NR	12	±13	3.5	±0.3	
USAR	99	±1	4	7	33	34	21	±7	3.6	±0.2	
USNR	100	±0	NR	NR	NR	NR	13	±17	3.8	±0.3	
ANG	99	±1	4	4	NR	18	NR	±11	3.9	±0.5	
USAFR	100	±1	2	9	25	41	23	±11	3.7	±0.3	
Enlisted	98	±4	4	6	33	36	21	±13	3.6	±0.2	
Officers	100	±1	3	2	NR	31	NR	±16	3.7	±0.4	
TWO OR MORE RACES	99	±1	6	10	36	32	16	±9	3.4	±0.2	
ARNG	100	±1	NR	5	37	35	19	±16	3.6	±0.3	
USAR	100	±1	NR	NR	NR	NR	NR		3.1	±0.5	
USNR	99	±2	5	10	29	NR	15	±13	3.5	±0.3	
USMCR	99	±2	1	8	NR	NR	NR	±13	NR		
ANG	99	±1	4	5	NR	NR	NR	±5	3.6	±0.4	
USAFR	98	±5	NR	NR	NR	29	11	±18	3.1	±0.5	
Enlisted	100	±1	7	9	37	31	16	±10	3.4	±0.3	
Officers	98	±4	5	15	29	38	13	±12	3.4	±0.3	
USCGR	99	±1	3	9	34	38	15	±4	3.5	±0.1	
White	99	±1	3	9	34	39	15	±5	3.5	±0.1	
Black	98	±4	NR	5	36	47	12	±15	3.7	±0.3	
Hispanic	100	±0	4	11	31	35	19	±11	3.6	±0.3	
Other Race/Ethnicity	99	±2	3	10	41	32	14	±10	3.4	±0.2	
Enlisted	100	±1	3	10	35	37	14	±5	3.5	±0.1	
E1 – E4	99	±2	5	13	33	32	17	±8	3.4	±0.2	
E5 – E9	100	±1	2	8	37	42	11	±5	3.5	±0.1	
Officers	97	±3	2	5	29	43	22	±7	3.8	±0.2	

NR: Not reportable

## 47. How would you rate...

## b. The current level of morale in your unit?

1. Very low  
4. High2. Low  
5. Very high

3. Moderate

	Percent Responding		Percentages					Max ME	Average Morale		
			1	2	3	4	5				
TOTAL DOD	99	±1	4	11	40	33	12	±2	3.4	±0.1	
ARNG	99	±1	4	10	41	32	12	±3	3.4	±0.1	
USAR	99	±1	4	13	42	31	10	±3	3.3	±0.1	
USNR	99	±1	2	7	40	37	13	±4	3.5	±0.1	
USMCR	99	±1	4	11	38	33	13	±5	3.4	±0.1	
ANG	99	±1	4	10	36	35	15	±4	3.5	±0.1	
USAFR	99	±1	5	11	36	37	11	±4	3.4	±0.1	
Enlisted	99	±1	4	11	41	32	12	±2	3.4	±0.1	
E1 – E4	99	±1	5	9	39	32	15	±3	3.4	±0.1	
E5 – E9	99	±1	4	12	42	32	10	±2	3.3	±0.1	
Officers	99	±1	2	8	38	40	12	±2	3.5	±0.1	
O1 – O3	99	±1	3	10	42	36	9	±3	3.4	±0.1	
O4 – O6	99	±1	2	7	35	43	14	±3	3.6	±0.1	
Male	99	±1	4	10	40	34	12	±2	3.4	±0.1	
Female	99	±1	5	13	43	28	11	±3	3.3	±0.1	
AGR/FTS/AR	99	±1	5	12	42	32	10	±4	3.3	±0.1	
Other Selected Reserve	99	±1	4	11	40	33	12	±2	3.4	±0.1	
Reserve Unit	99	±1	4	11	40	33	12	±2	3.4	±0.1	
Military Technician	99	±1	5	14	36	32	13	±5	3.4	±0.1	
IMA	99	±1	2	4	34	44	15	±6	3.7	±0.1	
Not Activated Past 12 Months	99	±1	4	10	40	34	12	±2	3.4	±0.1	
Activated Past 12 Months	99	±1	6	12	41	30	10	±4	3.3	±0.1	
Not Deployed Past 12 Months	99	±1	3	10	40	34	13	±2	3.4	±0.1	
Deployed Past 12 Months	99	±1	6	14	40	29	11	±3	3.2	±0.1	
Deployed OIF/OEF	99	±1	7	15	39	27	11	±4	3.2	±0.1	
WHITE	99	±1	3	11	40	34	12	±2	3.4	±0.1	
ARNG	99	±1	3	10	42	33	12	±3	3.4	±0.1	
USAR	99	±1	3	13	43	31	9	±5	3.3	±0.1	
USNR	99	±2	2	7	38	41	12	±5	3.5	±0.1	
USMCR	99	±1	5	13	37	32	14	±6	3.4	±0.2	
ANG	99	±1	4	11	35	35	16	±5	3.5	±0.1	
USAFR	99	±1	5	11	35	39	10	±6	3.4	±0.1	
Enlisted	99	±1	4	12	40	33	12	±3	3.4	±0.1	
E1 – E4	99	±1	4	10	39	32	15	±4	3.4	±0.1	
E5 – E9	99	±1	3	13	41	33	10	±3	3.3	±0.1	
Officers	99	±1	2	8	37	41	12	±3	3.5	±0.1	
BLACK	99	±1	6	10	41	31	11	±3	3.3	±0.1	
ARNG	99	±1	6	9	42	29	13	±5	3.3	±0.1	
USAR	99	±1	7	12	41	31	10	±4	3.2	±0.1	
USNR	99	±1	4	8	41	31	16	±5	3.5	±0.1	
USMCR	100	±1	4	7	38	40	10	±9	3.5	±0.2	
ANG	99	±1	5	10	41	31	12	±4	3.3	±0.1	
USAFR	99	±1	6	11	40	32	11	±3	3.3	±0.1	
Enlisted	99	±1	7	10	41	30	12	±3	3.3	±0.1	
E1 – E4	99	±1	8	10	35	32	16	±5	3.4	±0.1	
E5 – E9	99	±1	6	11	46	29	9	±3	3.2	±0.1	
Officers	98	±2	3	9	43	36	9	±3	3.4	±0.1	

Note. Percent responding are Reserve component members who answered the question.

2007 Workplace and Equal Opportunity Survey of Reserve Component Members

47b. Continued	Percent Responding		Percentages					Max ME	Average Morale		
			1	2	3	4	5				
HISPANIC	98	±1	5	11	39	31	15	±3	3.4	±0.1	
ARNG	99	±2	6	11	38	30	16	±6	3.4	±0.2	
USAR	98	±2	5	12	42	27	14	±6	3.3	±0.2	
USNR	98	±4	4	6	45	28	17	±8	3.5	±0.2	
USMCR	100	±1	3	12	35	38	12	±8	3.4	±0.2	
ANG	97	±6	3	12	36	35	14	±8	3.5	±0.2	
USAFR	99	±1	3	13	33	37	14	±9	3.5	±0.2	
Enlisted	98	±2	5	11	39	30	15	±4	3.4	±0.1	
E1 – E4	98	±2	5	8	37	31	19	±6	3.5	±0.2	
E5 – E9	99	±2	5	14	41	30	11	±5	3.3	±0.1	
Officers	99	±1	3	10	37	35	15	±5	3.5	±0.1	
AIAN	100	±1	4	11	35	34	16	±11	3.5	±0.3	
ARNG	100	±1	NR	NR	30	33	23	±18	3.6	±0.4	
USAR	100	±1	1	NR	NR	NR	NR	±2	3.3	±0.5	
USNR	100	±1	3	6	NR	NR	NR	±7	3.3	±0.3	
ANG	100	±0	2	5	NR	NR	5	±7	3.4	±0.4	
USAFR	100	±0	3	15	34	NR	8	±14	3.3	±0.3	
Enlisted	100	±1	4	11	35	33	17	±12	3.5	±0.3	
Officers	100	±1	2	7	33	49	10	±14	3.6	±0.2	
ASIAN	100	±1	8	8	44	32	9	±5	3.3	±0.1	
ARNG	100	±1	11	7	50	27	5	±12	3.1	±0.3	
USAR	100	±1	5	11	41	37	6	±10	3.3	±0.2	
USNR	100	±1	2	6	40	37	16	±10	3.6	±0.2	
USMCR	100	±1	NR	3	44	31	13	±17	3.4	±0.4	
ANG	100	±1	3	11	40	31	14	±5	3.4	±0.1	
USAFR	99	±1	NR	8	43	25	8	±14	3.0	±0.4	
Enlisted	100	±1	9	8	44	31	9	±6	3.2	±0.2	
Officers	100	±1	3	10	43	35	9	±5	3.4	±0.1	
NHPI	100	±1	4	13	41	29	14	±12	3.4	±0.2	
ARNG	100	±0	2	NR	NR	20	8	±17	3.1	±0.4	
USAR	100	±1	5	10	40	28	16	±7	3.4	±0.2	
USNR	98	±4	2	6	NR	NR	NR	±14	3.8	±0.3	
ANG	99	±1	4	8	NR	NR	18	±14	3.6	±0.3	
USAFR	100	±0	4	13	30	32	21	±11	3.5	±0.3	
Enlisted	100	±1	4	14	41	28	14	±13	3.3	±0.2	
Officers	100	±0	3	5	NR	NR	15	±17	3.6	±0.3	
TWO OR MORE RACES	100	±1	5	11	47	27	10	±9	3.3	±0.2	
ARNG	100	±0	NR	8	46	32	9	±16	3.3	±0.3	
USAR	98	±3	1	18	NR	18	NR	±18	3.1	±0.3	
USNR	99	±1	5	9	57	21	9	±14	3.2	±0.2	
USMCR	100	±0	1	NR	NR	17	NR	±16	NR		
ANG	99	±1	3	6	NR	26	NR	±17	3.5	±0.4	
USAFR	100	±0	7	NR	NR	NR	4	±8	3.1	±0.4	
Enlisted	100	±1	4	11	48	26	11	±10	3.3	±0.2	
Officers	97	±5	5	15	41	35	4	±11	3.2	±0.2	
USCGR	100	±1	3	9	44	36	8	±4	3.4	±0.1	
White	100	±1	2	10	44	36	8	±5	3.4	±0.1	
Black	98	±5	NR	NR	40	48	9	±15	3.6	±0.2	
Hispanic	100	±0	7	12	41	26	14	±11	3.3	±0.3	
Other Race/Ethnicity	99	±1	4	5	50	35	6	±10	3.3	±0.2	
Enlisted	100	±1	3	10	45	34	8	±5	3.3	±0.1	
E1 – E4	99	±2	4	11	44	33	8	±8	3.3	±0.2	
E5 – E9	100	±1	3	9	46	35	7	±5	3.3	±0.1	
Officers	100	±1	1	5	37	45	12	±7	3.6	±0.1	

NR: Not reportable

**48. How much do you agree or disagree with the following statements about your National Guard/Reserve unit?****a. Members in your unit really care about each other.**1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	100	±1	2	6	23	50	19	±2	3.8	±0.1	
ARNG	100	±1	2	6	23	50	19	±3	3.8	±0.1	
USAR	100	±1	3	7	27	48	15	±3	3.7	±0.1	
USNR	100	±1	2	3	21	55	20	±4	3.9	±0.1	
USMCR	100	±1	1	6	20	55	18	±5	3.8	±0.1	
ANG	100	±1	1	4	21	50	23	±4	3.9	±0.1	
USAFR	100	±1	1	6	21	53	19	±4	3.8	±0.1	
Enlisted	100	±1	2	6	24	49	18	±2	3.7	±0.1	
E1 – E4	100	±1	3	6	27	45	19	±3	3.7	±0.1	
E5 – E9	100	±1	2	6	23	52	17	±3	3.8	±0.1	
Officers	100	±1	1	4	17	57	22	±2	4.0	±0.1	
O1 – O3	100	±1	1	4	19	56	20	±3	3.9	±0.1	
O4 – O6	100	±1	0	3	16	57	24	±3	4.0	±0.1	
Male	100	±1	2	5	23	51	19	±2	3.8	±0.1	
Female	100	±1	4	7	26	45	18	±3	3.7	±0.1	
AGR/FTS/AR	100	±1	2	8	27	47	16	±4	3.7	±0.1	
Other Selected Reserve	100	±1	2	5	23	50	19	±2	3.8	±0.1	
Reserve Unit	100	±1	2	6	23	50	19	±2	3.8	±0.1	
Military Technician	100	±1	2	6	22	52	17	±5	3.8	±0.1	
IMA	99	±1	0	3	23	52	21	±6	3.9	±0.1	
Not Activated Past 12 Months	100	±1	2	5	23	51	19	±2	3.8	±0.1	
Activated Past 12 Months	100	±1	3	7	23	49	18	±4	3.7	±0.1	
Not Deployed Past 12 Months	100	±1	2	5	23	51	19	±2	3.8	±0.1	
Deployed Past 12 Months	100	±1	3	7	24	48	18	±3	3.7	±0.1	
Deployed OIF/OEF	100	±1	3	7	25	47	18	±4	3.7	±0.1	
WHITE	100	±1	1	5	22	51	20	±2	3.8	±0.1	
ARNG	100	±1	2	5	23	50	20	±3	3.8	±0.1	
USAR	100	±1	2	7	25	50	17	±5	3.7	±0.1	
USNR	100	±1	1	2	18	59	20	±5	4.0	±0.1	
USMCR	100	±1	1	6	20	56	17	±6	3.8	±0.1	
ANG	100	±1	1	4	21	50	24	±5	3.9	±0.1	
USAFR	100	±1	1	6	19	53	21	±6	3.9	±0.1	
Enlisted	100	±1	2	6	23	50	19	±3	3.8	±0.1	
E1 – E4	100	±1	2	6	27	46	20	±4	3.8	±0.1	
E5 – E9	100	±1	1	6	21	53	19	±3	3.8	±0.1	
Officers	100	±1	1	3	16	58	23	±3	4.0	±0.1	
BLACK	100	±1	4	8	27	47	15	±3	3.6	±0.1	
ARNG	99	±1	5	9	20	48	17	±5	3.6	±0.1	
USAR	100	±1	4	8	32	44	12	±4	3.5	±0.1	
USNR	100	±1	3	6	29	46	17	±4	3.7	±0.1	
USMCR	100	±0	2	8	26	49	15	±9	3.7	±0.2	
ANG	100	±1	3	7	27	48	15	±4	3.6	±0.1	
USAFR	100	±1	2	6	28	50	14	±3	3.7	±0.1	
Enlisted	100	±1	4	8	27	45	15	±3	3.6	±0.1	
E1 – E4	100	±1	6	9	26	43	16	±5	3.5	±0.1	
E5 – E9	100	±1	3	8	28	47	13	±3	3.6	±0.1	
Officers	99	±1	1	5	23	56	15	±3	3.8	±0.1	

Note. Percent responding are Reserve component members who answered the question.

2007 Workplace and Equal Opportunity Survey of Reserve Component Members

48a. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
HISPANIC	100	±1	3	5	26	47	19	±3	3.7	±0.1	
ARNG	100	±0	4	5	28	45	18	±6	3.7	±0.2	
USAR	100	±1	2	5	29	45	19	±6	3.7	±0.1	
USNR	100	±0	3	3	25	46	22	±8	3.8	±0.2	
USMCR	100	±0	2	5	17	53	23	±8	3.9	±0.2	
ANG	100	±0	2	4	24	52	18	±8	3.8	±0.1	
USAFR	100	±0	1	5	22	55	18	±8	3.8	±0.1	
Enlisted	100	±1	3	5	27	47	19	±4	3.7	±0.1	
E1 – E4	100	±1	3	5	27	46	20	±6	3.8	±0.1	
E5 – E9	100	±0	3	5	27	47	17	±5	3.7	±0.1	
Officers	100	±1	1	4	22	51	22	±5	3.9	±0.1	
AIAN	100	±1	3	4	19	53	22	±11	3.9	±0.2	
ARNG	100	±1	1	5	17	52	25	±17	4.0	±0.3	
USAR	100	±0	1	3	NR	NR	6	±5	3.7	±0.2	
USNR	100	±0	2	4	NR	NR	NR	±7	3.9	±0.4	
ANG	100	±1	NR	2	8	NR	NR	±8	NR		
USAFR	99	±2	2	7	NR	NR	21	±11	3.8	±0.3	
Enlisted	100	±1	3	4	18	54	21	±12	3.8	±0.3	
Officers	100	±0	0	4	19	44	32	±17	4.0	±0.3	
ASIAN	100	±1	4	5	25	54	12	±5	3.7	±0.1	
ARNG	100	±1	6	6	21	57	9	±11	3.6	±0.3	
USAR	100	±1	2	6	30	53	10	±8	3.6	±0.1	
USNR	100	±0	NR	2	21	54	18	±9	3.8	±0.3	
USMCR	100	±1	1	NR	24	51	15	±16	3.7	±0.3	
ANG	100	±0	1	4	26	53	16	±5	3.8	±0.1	
USAFR	99	±1	2	3	29	52	15	±17	3.7	±0.2	
Enlisted	100	±1	4	6	25	54	11	±6	3.6	±0.2	
Officers	99	±2	2	3	22	55	19	±5	3.9	±0.1	
NHPI	100	±1	3	4	23	48	22	±11	3.8	±0.2	
ARNG	100	±0	2	4	NR	NR	NR	±11	3.8	±0.4	
USAR	100	±1	1	5	27	42	25	±7	3.8	±0.2	
USNR	100	±0	NR	4	NR	NR	NR	±12	NR		
ANG	100	±0	0	1	20	NR	20	±14	4.0	±0.2	
USAFR	100	±0	3	1	16	56	25	±11	4.0	±0.2	
Enlisted	100	±1	4	4	23	47	22	±12	3.8	±0.2	
Officers	100	±0	0	2	21	NR	27	±18	4.0	±0.3	
TWO OR MORE RACES	100	±1	2	6	28	47	18	±9	3.7	±0.2	
ARNG	100	±0	3	NR	23	53	17	±15	3.8	±0.3	
USAR	100	±1	1	NR	NR	NR	NR	±1	3.4	±0.4	
USNR	99	±1	2	5	26	57	10	±14	3.7	±0.2	
USMCR	100	±0	1	2	NR	NR	NR	±6	NR		
ANG	100	±1	2	2	21	NR	NR	±15	4.0	±0.3	
USAFR	100	±0	1	3	NR	NR	14	±17	3.7	±0.3	
Enlisted	100	±1	2	6	29	45	18	±10	3.7	±0.2	
Officers	100	±0	1	4	20	61	14	±12	3.8	±0.2	
USCGR	100	±1	1	5	23	58	14	±4	3.8	±0.1	
White	100	±1	1	4	22	60	13	±5	3.8	±0.1	
Black	100	±0	NR	NR	27	46	24	±15	3.9	±0.3	
Hispanic	100	±0	NR	11	25	46	18	±11	3.7	±0.2	
Other Race/Ethnicity	100	±0	2	4	27	55	13	±9	3.7	±0.2	
Enlisted	100	±1	1	6	24	57	13	±5	3.8	±0.1	
E1 – E4	100	±0	2	7	27	50	14	±8	3.7	±0.2	
E5 – E9	100	±1	0	5	21	62	12	±5	3.8	±0.1	
Officers	100	±0	0	2	17	62	19	±7	4.0	±0.1	

NR: Not reportable

**48. How much do you agree or disagree with the following statements about your National Guard/Reserve unit?****b. Members in your unit work well as a team.**1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	100	±1	1	4	18	54	23	±2	3.9	±0.1	
ARNG	99	±1	2	5	17	53	23	±3	3.9	±0.1	
USAR	100	±1	2	5	22	52	19	±3	3.8	±0.1	
USNR	99	±1	1	3	15	58	22	±4	4.0	±0.1	
USMCR	100	±1	1	4	14	60	21	±5	4.0	±0.1	
ANG	100	±1	1	3	14	55	27	±4	4.1	±0.1	
USAFR	100	±1	2	3	14	58	24	±4	4.0	±0.1	
Enlisted	100	±1	2	4	18	54	22	±2	3.9	±0.1	
E1 – E4	99	±1	2	4	20	50	24	±3	3.9	±0.1	
E5 – E9	100	±1	1	5	16	57	21	±2	3.9	±0.1	
Officers	100	±1	0	3	14	59	24	±2	4.0	±0.1	
O1 – O3	100	±1	1	4	15	58	22	±3	4.0	±0.1	
O4 – O6	100	±1	0	2	13	58	26	±3	4.1	±0.1	
Male	100	±1	1	4	17	55	23	±2	4.0	±0.1	
Female	100	±1	3	6	20	51	20	±3	3.8	±0.1	
AGR/FTS/AR	100	±1	2	5	21	54	19	±4	3.8	±0.1	
Other Selected Reserve	100	±1	1	4	17	54	23	±2	3.9	±0.1	
Reserve Unit	100	±1	1	4	17	54	23	±2	3.9	±0.1	
Military Technician	100	±1	2	5	14	56	23	±5	3.9	±0.1	
IMA	99	±1	0	2	14	59	25	±5	4.1	±0.1	
Not Activated Past 12 Months	100	±1	1	4	17	55	23	±2	3.9	±0.1	
Activated Past 12 Months	100	±1	1	4	19	53	22	±4	3.9	±0.1	
Not Deployed Past 12 Months	100	±1	1	4	17	55	23	±2	4.0	±0.1	
Deployed Past 12 Months	100	±1	2	6	18	53	20	±3	3.8	±0.1	
Deployed OIF/OEF	100	±1	2	6	19	53	20	±4	3.8	±0.1	
WHITE	100	±1	1	4	17	55	24	±2	4.0	±0.1	
ARNG	99	±1	1	4	17	54	24	±3	4.0	±0.1	
USAR	100	±1	1	6	22	51	20	±5	3.8	±0.1	
USNR	99	±1	1	2	14	60	23	±5	4.0	±0.1	
USMCR	100	±1	2	3	13	62	20	±6	4.0	±0.1	
ANG	100	±1	0	2	14	55	29	±5	4.1	±0.1	
USAFR	100	±1	2	3	12	57	26	±6	4.0	±0.1	
Enlisted	100	±1	1	4	17	54	24	±3	3.9	±0.1	
E1 – E4	99	±1	2	3	21	49	25	±4	3.9	±0.1	
E5 – E9	100	±1	1	5	15	58	22	±3	4.0	±0.1	
Officers	100	±1	0	3	14	59	25	±3	4.1	±0.1	
BLACK	100	±1	3	5	19	55	18	±3	3.8	±0.1	
ARNG	99	±1	3	6	17	53	21	±5	3.8	±0.1	
USAR	100	±1	3	5	23	54	15	±4	3.7	±0.1	
USNR	100	±1	2	4	19	54	21	±4	3.9	±0.1	
USMCR	100	±0	1	5	15	60	19	±8	3.9	±0.1	
ANG	100	±0	2	4	16	60	19	±3	3.9	±0.1	
USAFR	99	±1	2	4	18	57	18	±3	3.9	±0.1	
Enlisted	100	±1	3	5	19	54	18	±3	3.8	±0.1	
E1 – E4	100	±1	5	5	19	52	20	±5	3.8	±0.1	
E5 – E9	100	±1	2	6	19	56	17	±3	3.8	±0.1	
Officers	99	±1	1	3	18	60	18	±3	3.9	±0.1	

Note. Percent responding are Reserve component members who answered the question.



## 2007 Workplace and Equal Opportunity Survey of Reserve Component Members

48b. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
HISPANIC	100	±1	2	5	19	51	23	±3	3.9	±0.1	
ARNG	100	±0	3	6	20	47	24	±6	3.8	±0.2	
USAR	99	±1	1	3	22	52	22	±6	3.9	±0.1	
USNR	100	±1	2	2	18	53	24	±8	3.9	±0.2	
USMCR	100	±0	1	4	14	56	26	±8	4.0	±0.2	
ANG	100	±1	1	7	12	57	22	±9	3.9	±0.2	
USAFR	100	±0	1	3	20	56	20	±9	3.9	±0.1	
Enlisted	100	±1	2	5	19	51	23	±4	3.9	±0.1	
E1 – E4	100	±1	2	3	19	50	25	±6	3.9	±0.1	
E5 – E9	100	±1	2	6	19	51	22	±5	3.9	±0.1	
Officers	99	±1	1	5	17	54	24	±5	4.0	±0.1	
AIAN	100	±1	0	4	22	50	23	±11	3.9	±0.2	
ARNG	100	±1	0	5	22	46	27	±17	3.9	±0.3	
USAR	100	±0	1	3	NR	NR	NR	±6	3.8	±0.3	
USNR	100	±1	0	4	13	NR	NR	±11	4.0	±0.3	
ANG	100	±1	0	2	NR	NR	NR	±3	NR		
USAFR	99	±2	0	7	NR	NR	23	±11	3.8	±0.3	
Enlisted	100	±1	0	4	23	50	23	±13	3.9	±0.2	
Officers	100	±0	0	2	21	51	26	±16	4.0	±0.3	
ASIAN	100	±1	3	6	19	57	15	±5	3.7	±0.1	
ARNG	100	±1	NR	9	17	58	11	±10	3.6	±0.3	
USAR	100	±1	2	4	23	59	12	±7	3.7	±0.1	
USNR	100	±1	NR	NR	13	54	21	±10	3.8	±0.4	
USMCR	99	±2	0	NR	26	45	21	±17	3.8	±0.4	
ANG	100	±1	0	2	18	61	19	±5	4.0	±0.1	
USAFR	100	±1	1	3	20	59	17	±15	3.9	±0.2	
Enlisted	100	±1	3	6	20	57	13	±6	3.7	±0.2	
Officers	99	±2	1	4	15	59	21	±5	3.9	±0.1	
NHPI	100	±1	1	3	20	56	20	±11	3.9	±0.2	
ARNG	100	±0	1	4	NR	NR	9	±12	3.7	±0.3	
USAR	100	±1	2	3	20	47	28	±7	4.0	±0.2	
USNR	98	±5	NR	NR	7	NR	NR	±13	4.2	±0.2	
ANG	100	±0	0	0	NR	NR	25	±15	4.1	±0.2	
USAFR	100	±0	2	1	8	57	32	±11	4.2	±0.2	
Enlisted	100	±1	1	3	20	55	21	±12	3.9	±0.2	
Officers	100	±0	0	2	NR	NR	15	±9	3.9	±0.3	
TWO OR MORE RACES	99	±3	1	5	19	56	20	±9	3.9	±0.2	
ARNG	100	±0	0	8	19	51	22	±15	3.9	±0.3	
USAR	94	±11	0	2	NR	NR	NR	±4	3.9	±0.3	
USNR	99	±1	2	4	18	65	12	±13	3.8	±0.2	
USMCR	100	±0	1	NR	9	NR	NR	±15	4.2	±0.4	
ANG	100	±1	1	2	18	NR	NR	±16	4.1	±0.3	
USAFR	100	±1	1	3	NR	NR	12	±15	3.9	±0.2	
Enlisted	99	±3	1	5	18	56	20	±10	3.9	±0.2	
Officers	100	±0	1	2	19	58	20	±12	3.9	±0.2	
USCGR	100	±0	1	3	17	62	17	±4	3.9	±0.1	
White	100	±0	1	3	16	64	16	±5	3.9	±0.1	
Black	100	±0	NR	NR	23	46	31	±15	4.1	±0.3	
Hispanic	100	±0	NR	3	22	53	21	±11	3.9	±0.2	
Other Race/Ethnicity	100	±0	1	5	12	67	16	±9	3.9	±0.2	
Enlisted	100	±0	1	3	18	61	16	±5	3.9	±0.1	
E1 – E4	100	±0	1	4	23	57	15	±8	3.8	±0.2	
E5 – E9	100	±0	1	3	14	65	17	±5	3.9	±0.1	
Officers	100	±0	0	2	10	66	22	±6	4.1	±0.1	

NR: Not reportable

**48. How much do you agree or disagree with the following statements about your National Guard/Reserve unit?****c. Members in your unit pull together to get the job done.**1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	100	±1	1	3	14	53	28	±2	4.0	±0.1	
ARNG	100	±1	1	4	15	51	28	±3	4.0	±0.1	
USAR	99	±1	1	4	17	54	23	±3	3.9	±0.1	
USNR	99	±1	1	2	13	57	26	±4	4.0	±0.1	
USMCR	100	±1	1	2	11	61	25	±5	4.1	±0.1	
ANG	100	±1	1	2	11	51	36	±4	4.2	±0.1	
USAFR	100	±1	1	2	11	57	28	±4	4.1	±0.1	
Enlisted	100	±1	1	4	15	53	27	±2	4.0	±0.1	
E1 – E4	99	±1	2	4	17	50	28	±3	4.0	±0.1	
E5 – E9	100	±1	1	3	14	55	27	±3	4.0	±0.1	
Officers	100	±1	0	2	11	56	30	±2	4.1	±0.1	
O1 – O3	100	±1	0	2	12	56	28	±3	4.1	±0.1	
O4 – O6	100	±1	0	2	10	56	32	±3	4.2	±0.1	
Male	100	±1	1	3	14	54	28	±2	4.1	±0.1	
Female	99	±1	2	5	17	50	26	±3	3.9	±0.1	
AGR/FTS/AR	100	±1	2	4	16	58	21	±4	3.9	±0.1	
Other Selected Reserve	100	±1	1	3	14	53	28	±2	4.0	±0.1	
Reserve Unit	100	±1	1	3	14	53	28	±2	4.0	±0.1	
Military Technician	100	±1	1	4	11	55	30	±5	4.1	±0.1	
IMA	100	±1	0	2	13	56	29	±6	4.1	±0.1	
Not Activated Past 12 Months	100	±1	1	3	14	54	28	±2	4.0	±0.1	
Activated Past 12 Months	100	±1	1	4	15	52	28	±4	4.0	±0.1	
Not Deployed Past 12 Months	100	±1	1	3	14	54	28	±2	4.1	±0.1	
Deployed Past 12 Months	100	±1	2	4	15	53	26	±3	4.0	±0.1	
Deployed OIF/OEF	100	±1	2	4	16	53	26	±4	4.0	±0.1	
WHITE	100	±1	1	3	14	53	29	±2	4.1	±0.1	
ARNG	99	±1	1	3	15	52	29	±3	4.1	±0.1	
USAR	99	±1	1	5	17	53	25	±5	4.0	±0.1	
USNR	99	±2	1	3	12	58	27	±5	4.1	±0.1	
USMCR	100	±1	2	2	10	64	23	±6	4.0	±0.1	
ANG	100	±1	0	2	11	50	37	±5	4.2	±0.1	
USAFR	100	±1	1	3	10	55	31	±6	4.1	±0.1	
Enlisted	99	±1	1	3	15	52	29	±3	4.0	±0.1	
E1 – E4	99	±1	1	3	17	49	30	±4	4.0	±0.1	
E5 – E9	100	±1	1	3	13	55	28	±3	4.1	±0.1	
Officers	100	±1	0	2	10	56	31	±3	4.2	±0.1	
BLACK	100	±1	2	4	16	55	24	±3	4.0	±0.1	
ARNG	100	±1	2	4	14	50	29	±5	4.0	±0.1	
USAR	99	±1	2	4	18	57	19	±4	3.9	±0.1	
USNR	100	±1	2	3	15	56	24	±4	4.0	±0.1	
USMCR	100	±0	0	3	14	59	24	±9	4.0	±0.2	
ANG	100	±1	1	2	10	61	25	±3	4.1	±0.1	
USAFR	99	±1	1	3	14	57	24	±3	4.0	±0.1	
Enlisted	100	±1	2	4	16	54	24	±3	3.9	±0.1	
E1 – E4	100	±1	3	4	17	50	25	±5	3.9	±0.1	
E5 – E9	100	±1	1	4	15	57	23	±3	4.0	±0.1	
Officers	100	±1	1	1	14	59	25	±3	4.1	±0.1	

Note. Percent responding are Reserve component members who answered the question.

## 2007 Workplace and Equal Opportunity Survey of Reserve Component Members

48c. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
HISPANIC	100	±1	2	4	15	53	26	±3	4.0	±0.1	
ARNG	100	±0	3	7	15	50	26	±6	3.9	±0.2	
USAR	100	±1	1	2	19	52	25	±6	4.0	±0.1	
USNR	100	±1	2	1	16	55	25	±8	4.0	±0.2	
USMCR	100	±1	0	2	11	57	30	±8	4.2	±0.1	
ANG	100	±0	1	3	12	55	29	±8	4.1	±0.1	
USAFR	100	±1	1	2	14	61	23	±8	4.0	±0.1	
Enlisted	100	±1	2	4	16	53	26	±4	4.0	±0.1	
E1 – E4	100	±1	2	4	16	51	28	±6	4.0	±0.1	
E5 – E9	100	±1	2	4	16	55	23	±4	3.9	±0.1	
Officers	100	±1	0	3	13	55	29	±5	4.1	±0.1	
AIAN	100	±1	0	3	18	47	31	±11	4.1	±0.2	
ARNG	100	±1	1	4	18	47	30	±16	4.0	±0.3	
USAR	100	±0	0	2	NR	NR	NR	±6	4.0	±0.4	
USNR	100	±0	0	3	10	NR	NR	±8	4.1	±0.2	
ANG	100	±0	0	1	NR	NR	NR	±2	NR		
USAFR	99	±2	0	4	NR	33	NR	±14	4.0	±0.4	
Enlisted	100	±1	0	3	18	47	31	±12	4.0	±0.2	
Officers	100	±0	0	2	16	49	33	±15	4.1	±0.2	
ASIAN	100	±1	3	4	15	60	18	±5	3.9	±0.1	
ARNG	100	±1	5	4	12	65	14	±12	3.8	±0.3	
USAR	100	±1	2	4	18	60	15	±7	3.8	±0.1	
USNR	100	±1	NR	1	17	54	23	±10	3.9	±0.3	
USMCR	100	±0	0	NR	23	44	26	±18	3.9	±0.4	
ANG	100	±1	0	1	12	63	24	±5	4.1	±0.1	
USAFR	100	±1	1	3	10	65	22	±11	4.0	±0.1	
Enlisted	100	±1	3	4	15	61	16	±5	3.8	±0.2	
Officers	99	±2	1	4	13	57	26	±6	4.0	±0.1	
NHPI	100	±1	1	3	12	54	30	±12	4.1	±0.2	
ARNG	100	±0	1	5	NR	NR	NR	±11	4.0	±0.4	
USAR	100	±1	1	2	13	53	31	±7	4.1	±0.1	
USNR	100	±0	NR	NR	5	NR	NR	±12	4.2	±0.2	
ANG	100	±0	0	1	6	NR	31	±17	4.2	±0.2	
USAFR	100	±0	2	0	5	50	42	±11	4.3	±0.2	
Enlisted	100	±1	1	3	13	53	31	±13	4.1	±0.2	
Officers	100	±0	0	1	7	71	20	±13	4.1	±0.1	
TWO OR MORE RACES	99	±3	1	5	16	52	26	±9	4.0	±0.2	
ARNG	100	±0	0	9	16	47	28	±16	3.9	±0.3	
USAR	94	±11	1	3	NR	NR	14	±17	3.9	±0.3	
USNR	99	±2	1	3	20	61	14	±14	3.8	±0.2	
USMCR	100	±0	1	NR	NR	NR	NR	±5	4.3	±0.4	
ANG	100	±1	1	0	10	NR	NR	±14	4.3	±0.3	
USAFR	100	±0	1	2	NR	NR	14	±14	3.9	±0.2	
Enlisted	99	±3	1	5	17	52	26	±10	4.0	±0.2	
Officers	100	±0	0	6	13	55	26	±11	4.0	±0.2	
USCGR	100	±1	0	3	13	62	22	±4	4.0	±0.1	
White	100	±1	0	3	12	64	20	±5	4.0	±0.1	
Black	100	±0	NR	NR	18	39	43	±15	4.3	±0.3	
Hispanic	100	±0	NR	2	15	58	26	±11	4.1	±0.2	
Other Race/Ethnicity	100	±0	2	3	14	59	22	±10	4.0	±0.2	
Enlisted	100	±0	1	3	14	62	20	±5	4.0	±0.1	
E1 – E4	100	±0	1	3	16	62	17	±8	3.9	±0.2	
E5 – E9	100	±0	0	3	12	61	23	±5	4.0	±0.1	
Officers	100	±1	0	1	8	63	28	±7	4.2	±0.1	

NR: Not reportable

**48. How much do you agree or disagree with the following statements about your National Guard/Reserve unit?****d. Members in your unit trust each other.**1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	100	±1	2	7	27	45	19	±2	3.7	±0.1	
ARNG	100	±1	3	8	26	43	20	±3	3.7	±0.1	
USAR	100	±1	3	7	33	42	15	±3	3.6	±0.1	
USNR	100	±1	1	3	24	51	21	±4	3.9	±0.1	
USMCR	100	±1	2	5	20	55	19	±5	3.8	±0.1	
ANG	100	±1	1	8	25	45	20	±4	3.8	±0.1	
USAFR	99	±1	2	6	24	50	17	±4	3.7	±0.1	
Enlisted	100	±1	3	8	28	44	18	±2	3.7	±0.1	
E1 – E4	100	±1	3	7	28	40	21	±3	3.7	±0.1	
E5 – E9	100	±1	2	8	27	47	16	±3	3.7	±0.1	
Officers	100	±1	1	5	21	52	21	±2	3.9	±0.1	
O1 – O3	100	±1	2	5	24	51	19	±3	3.8	±0.1	
O4 – O6	100	±1	1	4	19	53	24	±3	3.9	±0.1	
Male	100	±1	2	6	26	47	19	±2	3.8	±0.1	
Female	100	±1	5	11	32	36	16	±3	3.5	±0.1	
AGR/FTS/AR	100	±1	3	12	28	42	14	±4	3.5	±0.1	
Other Selected Reserve	100	±1	2	7	27	45	19	±2	3.7	±0.1	
Reserve Unit	100	±1	2	7	27	45	19	±2	3.7	±0.1	
Military Technician	100	±1	2	8	26	46	17	±5	3.7	±0.1	
IMA	98	±2	2	2	21	54	21	±5	3.9	±0.1	
Not Activated Past 12 Months	100	±1	2	6	26	47	19	±2	3.7	±0.1	
Activated Past 12 Months	100	±1	3	9	27	44	18	±4	3.7	±0.1	
Not Deployed Past 12 Months	100	±1	2	6	26	46	19	±2	3.7	±0.1	
Deployed Past 12 Months	100	±1	4	11	28	41	17	±3	3.6	±0.1	
Deployed OIF/OEF	100	±1	4	11	29	41	17	±4	3.6	±0.1	
WHITE	100	±1	2	7	24	47	20	±2	3.8	±0.1	
ARNG	100	±1	2	7	25	45	21	±3	3.8	±0.1	
USAR	100	±1	2	7	29	46	16	±5	3.7	±0.1	
USNR	99	±1	1	2	21	54	22	±5	3.9	±0.1	
USMCR	100	±1	2	4	18	58	18	±6	3.9	±0.1	
ANG	100	±0	1	8	23	46	21	±5	3.8	±0.1	
USAFR	99	±1	2	6	21	52	19	±6	3.8	±0.1	
Enlisted	100	±1	2	7	26	46	19	±3	3.7	±0.1	
E1 – E4	100	±1	2	7	27	40	23	±4	3.8	±0.1	
E5 – E9	100	±1	2	7	24	50	17	±3	3.7	±0.1	
Officers	100	±1	1	4	19	53	23	±3	3.9	±0.1	
BLACK	100	±1	5	10	34	38	13	±3	3.4	±0.1	
ARNG	100	±1	6	11	29	38	16	±4	3.5	±0.1	
USAR	100	±1	5	10	40	35	10	±4	3.4	±0.1	
USNR	100	±1	3	6	32	43	15	±4	3.6	±0.1	
USMCR	100	±0	2	9	26	47	16	±8	3.7	±0.2	
ANG	100	±1	5	10	32	41	12	±4	3.5	±0.1	
USAFR	99	±1	4	9	35	40	12	±3	3.5	±0.1	
Enlisted	100	±1	5	10	34	37	13	±3	3.4	±0.1	
E1 – E4	100	±1	7	10	32	36	15	±5	3.4	±0.1	
E5 – E9	100	±1	4	10	36	38	12	±3	3.4	±0.1	
Officers	99	±1	2	8	30	47	14	±3	3.6	±0.1	













































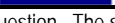


Note. Percent responding are Reserve component members who answered the question.

## 2007 Workplace and Equal Opportunity Survey of Reserve Component Members

48d. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
HISPANIC	100	±1	4	7	30	40	19	±3	3.6	±0.1	
ARNG	100	±0	5	10	29	36	20	±6	3.6	±0.2	
USAR	99	±1	3	5	34	39	18	±6	3.6	±0.1	
USNR	100	±0	2	5	28	45	21	±8	3.8	±0.2	
USMCR	100	±0	1	3	21	53	20	±8	3.9	±0.2	
ANG	100	±0	2	10	27	41	20	±8	3.7	±0.2	
USAFR	100	±0	3	4	33	46	14	±9	3.6	±0.2	
Enlisted	100	±1	4	7	30	40	19	±4	3.6	±0.1	
E1 – E4	100	±1	3	5	30	40	22	±6	3.7	±0.2	
E5 – E9	100	±1	4	10	30	39	17	±4	3.5	±0.1	
Officers	99	±1	1	6	27	45	21	±5	3.8	±0.1	
AIAN	100	±1	2	5	31	42	21	±11	3.8	±0.2	
ARNG	100	±1	2	6	29	38	25	±17	3.8	±0.3	
USAR	100	±1	1	2	NR	NR	6	±5	3.6	±0.3	
USNR	99	±1	1	7	NR	NR	NR	±7	3.8	±0.4	
ANG	100	±1	1	3	NR	NR	NR	±4	NR		
USAFR	99	±2	2	11	NR	NR	20	±11	3.6	±0.3	
Enlisted	100	±1	1	5	32	41	20	±12	3.7	±0.2	
Officers	100	±1	NR	3	21	47	25	±16	3.9	±0.3	
ASIAN	100	±1	4	7	30	47	12	±5	3.6	±0.1	
ARNG	100	±1	5	11	30	44	9	±12	3.4	±0.3	
USAR	100	±1	4	5	36	45	10	±8	3.5	±0.1	
USNR	100	±1	NR	2	27	45	20	±9	3.7	±0.3	
USMCR	100	±0	1	NR	29	45	17	±15	3.7	±0.3	
ANG	100	±1	2	5	26	50	17	±5	3.7	±0.1	
USAFR	99	±1	3	3	24	58	13	±14	3.7	±0.2	
Enlisted	100	±1	4	7	31	46	11	±6	3.5	±0.2	
Officers	99	±2	3	3	24	49	20	±5	3.8	±0.2	
NHPI	100	±0	2	6	27	47	19	±11	3.7	±0.2	
ARNG	100	±0	2	NR	NR	NR	9	±11	3.6	±0.3	
USAR	100	±0	3	5	34	34	23	±7	3.7	±0.2	
USNR	100	±0	NR	NR	NR	NR	NR		NR		
ANG	100	±0	0	6	20	NR	19	±14	3.9	±0.2	
USAFR	100	±0	4	4	20	53	20	±11	3.8	±0.2	
Enlisted	100	±0	2	6	27	45	19	±12	3.7	±0.2	
Officers	100	±0	1	3	25	60	11	±15	3.8	±0.2	
TWO OR MORE RACES	100	±1	3	10	25	45	17	±9	3.6	±0.2	
ARNG	100	±0	1	14	15	51	19	±15	3.7	±0.3	
USAR	100	±1	NR	9	NR	NR	NR	±11	3.2	±0.4	
USNR	99	±1	2	4	26	58	10	±14	3.7	±0.2	
USMCR	100	±0	3	NR	NR	NR	NR	±7	4.0	±0.5	
ANG	100	±1	2	5	23	NR	NR	±15	3.9	±0.4	
USAFR	100	±0	2	NR	NR	NR	NR	±3	3.5	±0.4	
Enlisted	100	±1	3	11	25	44	17	±10	3.6	±0.2	
Officers	100	±0	3	8	22	53	13	±12	3.7	±0.2	
USCGR	100	±1	1	5	21	58	15	±4	3.8	±0.1	
White	100	±1	1	5	20	60	14	±5	3.8	±0.1	
Black	100	±0	NR	2	29	46	23	±15	3.9	±0.3	
Hispanic	99	±3	3	6	24	44	23	±11	3.8	±0.3	
Other Race/Ethnicity	100	±0	1	6	22	57	14	±9	3.8	±0.2	
Enlisted	100	±1	1	5	22	57	14	±5	3.8	±0.1	
E1 – E4	100	±0	2	5	26	54	13	±8	3.7	±0.2	
E5 – E9	100	±1	1	5	19	59	15	±5	3.8	±0.1	
Officers	100	±1	0	3	16	60	21	±7	4.0	±0.1	

NR: Not reportable

48. Unit Cohesion: Constructed from Q48a-d. Unit Cohesion can be defined as affective ties within a small group that sustain member's commitment to each other, their unit, and their mission.

	Percent Responding		Mean	Max ME	Average Cohesion
TOTAL DOD	100	±1	3.9	±0.1	
ARNG	100	±1	3.9	±0.1	
USAR	100	±1	3.8	±0.1	
USNR	100	±1	3.9	±0.1	
USMCR	100	±1	3.9	±0.1	
ANG	100	±1	4.0	±0.1	
USAFR	100	±1	3.9	±0.1	
Enlisted	100	±1	3.8	±0.1	
E1 – E4	100	±1	3.8	±0.1	
E5 – E9	100	±1	3.8	±0.1	
Officers	100	±1	4.0	±0.1	
O1 – O3	100	±1	3.9	±0.1	
O4 – O6	100	±1	4.1	±0.1	
Male	100	±1	3.9	±0.1	
Female	100	±1	3.7	±0.1	
AGR/FTS/AR	100	±1	3.7	±0.1	
Other Selected Reserve	100	±1	3.9	±0.1	
Reserve Unit	100	±1	3.9	±0.1	
Military Technician	100	±1	3.9	±0.1	
IMA	100	±1	4.0	±0.1	
Not Activated Past 12 Months	100	±1	3.9	±0.1	
Activated Past 12 Months	100	±1	3.8	±0.1	
Not Deployed Past 12 Months	100	±1	3.9	±0.1	
Deployed Past 12 Months	100	±1	3.8	±0.1	
Deployed OIF/OEF	100	±1	3.8	±0.1	
WHITE	100	±1	3.9	±0.1	
ARNG	100	±1	3.9	±0.1	
USAR	100	±1	3.8	±0.1	
USNR	99	±1	4.0	±0.1	
USMCR	100	±1	3.9	±0.1	
ANG	100	±0	4.0	±0.1	
USAFR	100	±1	4.0	±0.1	
Enlisted	100	±1	3.9	±0.1	
E1 – E4	100	±1	3.9	±0.1	
E5 – E9	100	±1	3.9	±0.1	
Officers	100	±1	4.0	±0.1	
BLACK	100	±1	3.7	±0.1	
ARNG	100	±1	3.7	±0.1	
USAR	100	±1	3.6	±0.1	
USNR	100	±1	3.8	±0.1	
USMCR	100	±0	3.8	±0.1	
ANG	100	±1	3.8	±0.1	
USAFR	100	±1	3.8	±0.1	
Enlisted	100	±1	3.7	±0.1	
E1 – E4	100	±1	3.7	±0.1	
E5 – E9	100	±1	3.7	±0.1	
Officers	100	±1	3.9	±0.1	

Note. Percent responding are Reserve component members who answered the question. The scale ranges from 1 to 5. A higher score indicates more unit cohesion. Cronbach's coefficient alpha = 0.92.

48. Continued	Percent Responding		Mean	Max ME	Average Cohesion
HISPANIC	100	±1	3.8	±0.1	
ARNG	100	±0	3.7	±0.2	
USAR	100	±1	3.8	±0.1	
USNR	100	±0	3.9	±0.2	
USMCR	100	±0	4.0	±0.1	
ANG	100	±0	3.9	±0.2	
USAFR	100	±0	3.8	±0.1	
Enlisted	100	±1	3.8	±0.1	
E1 – E4	100	±1	3.8	±0.1	
E5 – E9	100	±0	3.8	±0.1	
Officers	100	±1	3.9	±0.1	
AIAN	100	±1	3.9	±0.2	
ARNG	100	±1	3.9	±0.3	
USAR	100	±0	3.8	±0.3	
USNR	100	±0	3.9	±0.3	
ANG	100	±0	NR		
USAFR	99	±2	3.8	±0.3	
Enlisted	100	±1	3.9	±0.2	
Officers	100	±0	4.0	±0.3	
ASIAN	100	±1	3.7	±0.1	
ARNG	100	±1	3.6	±0.3	
USAR	100	±1	3.7	±0.1	
USNR	100	±0	3.8	±0.3	
USMCR	100	±0	3.8	±0.3	
ANG	100	±1	3.9	±0.1	
USAFR	100	±1	3.8	±0.2	
Enlisted	100	±1	3.7	±0.1	
Officers	99	±2	3.9	±0.1	
NHPI	100	±1	3.9	±0.2	
ARNG	100	±0	3.8	±0.3	
USAR	100	±1	3.9	±0.2	
USNR	100	±0	3.9	±0.4	
ANG	100	±0	4.0	±0.2	
USAFR	100	±0	4.1	±0.2	
Enlisted	100	±1	3.9	±0.2	
Officers	100	±0	3.9	±0.2	
TWO OR MORE RACES	99	±3	3.8	±0.2	
ARNG	100	±0	3.8	±0.3	
USAR	94	±11	3.6	±0.3	
USNR	99	±1	3.8	±0.2	
USMCR	100	±0	NR		
ANG	100	±1	4.1	±0.3	
USAFR	100	±0	3.8	±0.3	
Enlisted	99	±3	3.8	±0.2	
Officers	100	±0	3.8	±0.2	
USCGR	100	±0	3.9	±0.1	
White	100	±0	3.9	±0.1	
Black	100	±0	4.0	±0.2	
Hispanic	100	±0	3.9	±0.2	
Other Race/Ethnicity	100	±0	3.9	±0.2	
Enlisted	100	±0	3.9	±0.1	
E1 – E4	100	±0	3.8	±0.2	
E5 – E9	100	±0	3.9	±0.1	
Officers	100	±0	4.1	±0.1	

NR: Not reportable

## 49. How true or false is each of the following statements for you?

a. I am as healthy as anybody I know.

1. Definitely false

2. Mostly false

3. Mostly true




















































4. Definitely true

	Percent Responding		Percentages				Max ME	Degree of Truth		
			1	2	3	4				
TOTAL DOD	100	±1	3	8	58	31	±2	3.2	±0.1	
ARNG	100	±1	4	10	56	30	±3	3.1	±0.1	
USAR	100	±1	3	9	58	31	±3	3.2	±0.1	
USNR	100	±1	1	7	56	36	±4	3.3	±0.1	
USMCR	100	±1	4	7	58	31	±5	3.2	±0.1	
ANG	99	±1	1	6	63	30	±4	3.2	±0.1	
USAFR	100	±1	2	7	58	34	±4	3.2	±0.1	
Enlisted	100	±1	3	9	58	30	±2	3.1	±0.1	
E1 – E4	100	±1	4	9	55	32	±3	3.2	±0.1	
E5 – E9	100	±1	3	9	60	28	±2	3.1	±0.1	
Officers	100	±1	2	6	56	36	±2	3.3	±0.1	
O1 – O3	100	±1	2	5	56	37	±3	3.3	±0.1	
O4 – O6	100	±1	2	6	56	36	±3	3.3	±0.1	
Male	100	±1	3	8	58	31	±2	3.2	±0.1	
Female	100	±1	3	8	57	32	±3	3.2	±0.1	
AGR/FTS/AR	100	±1	3	8	61	28	±4	3.1	±0.1	
Other Selected Reserve	100	±1	3	8	57	31	±2	3.2	±0.1	
Reserve Unit	100	±1	3	9	58	31	±2	3.2	±0.1	
Military Technician	100	±1	1	10	64	25	±5	3.1	±0.1	
IMA	100	±1	2	4	53	41	±6	3.3	±0.1	
Not Activated Past 12 Months	100	±1	3	8	57	32	±2	3.2	±0.1	
Activated Past 12 Months	99	±1	2	10	61	27	±4	3.1	±0.1	
Not Deployed Past 12 Months	100	±1	3	8	57	32	±2	3.2	±0.1	
Deployed Past 12 Months	100	±1	3	9	59	29	±3	3.1	±0.1	
Deployed OIF/OEF	100	±1	4	9	60	28	±4	3.1	±0.1	
WHITE	100	±1	2	8	59	31	±2	3.2	±0.1	
ARNG	100	±1	3	10	58	29	±3	3.1	±0.1	
USAR	100	±1	2	7	58	32	±5	3.2	±0.1	
USNR	100	±1	0	8	57	35	±5	3.3	±0.1	
USMCR	100	±0	2	7	59	32	±6	3.2	±0.1	
ANG	99	±1	1	6	63	29	±5	3.2	±0.1	
USAFR	100	±0	2	7	57	34	±6	3.2	±0.1	
Enlisted	100	±1	2	9	59	30	±3	3.2	±0.1	
E1 – E4	100	±1	3	9	56	32	±4	3.2	±0.1	
E5 – E9	100	±1	2	9	61	27	±3	3.1	±0.1	
Officers	100	±1	2	6	56	36	±3	3.3	±0.1	
BLACK	99	±1	4	8	57	31	±3	3.2	±0.1	
ARNG	99	±1	5	9	56	30	±5	3.1	±0.1	
USAR	100	±1	4	10	57	29	±4	3.1	±0.1	
USNR	99	±1	3	5	56	37	±4	3.3	±0.1	
USMCR	100	±1	3	7	58	32	±8	3.2	±0.1	
ANG	100	±1	2	7	58	33	±4	3.2	±0.1	
USAFR	100	±1	2	6	57	35	±3	3.3	±0.1	
Enlisted	99	±1	4	9	57	31	±3	3.1	±0.1	
E1 – E4	99	±1	4	9	53	34	±5	3.2	±0.1	
E5 – E9	99	±1	4	9	59	28	±3	3.1	±0.1	
Officers	99	±1	2	6	58	35	±3	3.3	±0.1	

Note. Percent responding are Reserve component members who answered the question.



2007 Workplace and Equal Opportunity Survey of Reserve Component Members

49a. Continued	Percent Responding		Percentages				Max ME	Degree of Truth		
			1	2	3	4				
HISPANIC	100	±1	5	8	52	34	±3	3.2	±0.1	
ARNG	100	±1	7	10	48	35	±6	3.1	±0.2	
USAR	99	±1	5	9	53	32	±6	3.1	±0.1	
USNR	100	±1	2	6	52	40	±8	3.3	±0.1	
USMCR	100	±0	7	10	54	29	±8	3.0	±0.2	
ANG	100	±0	1	5	58	36	±8	3.3	±0.1	
USAFR	100	±1	2	3	65	30	±8	3.2	±0.1	
Enlisted	100	±1	5	9	52	34	±4	3.1	±0.1	
E1 – E4	99	±1	7	9	51	33	±6	3.1	±0.1	
E5 – E9	100	±1	4	8	53	35	±5	3.2	±0.1	
Officers	100	±1	3	5	53	38	±5	3.3	±0.1	
AIAN	100	±1	2	6	59	33	±12	3.2	±0.2	
ARNG	100	±1	1	4	54	41	±16	3.3	±0.2	
USAR	100	±1	4	NR	NR	NR	±7	3.0	±0.3	
USNR	100	±0	0	NR	NR	NR	±2	3.1	±0.4	
ANG	100	±1	1	3	NR	NR	±4	NR		
USAFR	100	±0	2	5	NR	NR	±5	3.3	±0.2	
Enlisted	100	±1	1	6	59	33	±13	3.2	±0.2	
Officers	100	±1	2	7	55	36	±16	3.3	±0.2	
ASIAN	100	±1	3	8	60	30	±5	3.2	±0.1	
ARNG	100	±1	5	6	54	35	±12	3.2	±0.2	
USAR	100	±1	2	12	64	23	±7	3.1	±0.1	
USNR	99	±1	0	6	60	34	±10	3.3	±0.1	
USMCR	100	±0	NR	9	58	25	±14	3.0	±0.3	
ANG	100	±1	1	8	65	25	±5	3.2	±0.1	
USAFR	100	±1	1	4	63	32	±13	3.3	±0.2	
Enlisted	100	±1	3	8	60	29	±6	3.1	±0.1	
Officers	100	±1	1	8	59	32	±5	3.2	±0.1	
NHPI	100	±1	2	6	68	25	±11	3.1	±0.2	
ARNG	100	±0	1	2	NR	NR	±4	3.2	±0.3	
USAR	100	±1	5	13	61	21	±6	3.0	±0.1	
USNR	100	±0	NR	4	NR	NR	±11	NR		
ANG	100	±0	2	2	75	22	±14	3.2	±0.2	
USAFR	100	±0	1	5	64	30	±11	3.2	±0.2	
Enlisted	100	±1	2	6	66	25	±12	3.1	±0.2	
Officers	100	±0	2	3	77	18	±11	3.1	±0.1	
TWO OR MORE RACES	100	±1	5	13	58	25	±9	3.0	±0.2	
ARNG	100	±0	7	14	53	26	±17	3.0	±0.3	
USAR	100	±0	NR	NR	NR	17	±12	2.8	±0.4	
USNR	99	±1	1	5	68	26	±12	3.2	±0.1	
USMCR	100	±0	3	4	NR	NR	±10	NR		
ANG	100	±1	0	3	79	17	±10	3.1	±0.1	
USAFR	100	±0	1	NR	NR	NR	±3	3.2	±0.3	
Enlisted	100	±1	5	14	58	23	±10	3.0	±0.2	
Officers	100	±0	0	6	57	37	±11	3.3	±0.2	
USCGR	100	±1	0	5	60	35	±4	3.3	±0.1	
White	100	±1	0	5	59	36	±5	3.3	±0.1	
Black	100	±0	NR	1	66	31	±15	3.3	±0.2	
Hispanic	100	±0	3	4	63	30	±11	3.2	±0.2	
Other Race/Ethnicity	100	±0	0	5	58	36	±9	3.3	±0.2	
Enlisted	100	±1	1	6	61	33	±5	3.3	±0.1	
E1 – E4	99	±2	0	6	57	37	±8	3.3	±0.1	
E5 – E9	100	±0	1	6	64	30	±5	3.2	±0.1	
Officers	100	±1	0	2	55	43	±7	3.4	±0.1	

NR: Not reportable

## 49. How true or false is each of the following statements for you?

b. I seem to get sick a little easier than other people.

1. Definitely false  
4. Definitely true

2. Mostly false

3. Mostly true

	Percent Responding		Percentages				Max ME	Degree of Truth		
			1	2	3	4				
TOTAL DOD	99	±1	57	36	6	1	±2	1.5	±0.1	
ARNG	99	±1	55	37	6	2	±3	1.5	±0.1	
USAR	99	±1	55	37	7	1	±3	1.5	±0.1	
USNR	99	±1	60	33	6	1	±4	1.5	±0.1	
USMCR	100	±1	57	35	6	1	±5	1.5	±0.1	
ANG	99	±1	63	32	4	1	±4	1.4	±0.1	
USAFR	99	±1	57	37	5	1	±4	1.5	±0.1	
Enlisted	99	±1	56	36	6	1	±2	1.5	±0.1	
E1 – E4	99	±1	53	38	7	2	±3	1.6	±0.1	
E5 – E9	99	±1	58	35	6	1	±2	1.5	±0.1	
Officers	99	±1	60	35	4	1	±2	1.5	±0.1	
O1 – O3	100	±1	58	36	5	1	±3	1.5	±0.1	
O4 – O6	99	±1	62	33	4	1	±3	1.4	±0.1	
Male	99	±1	58	36	5	1	±2	1.5	±0.1	
Female	99	±1	50	38	10	3	±3	1.7	±0.1	
AGR/FTS/AR	99	±1	55	38	6	1	±4	1.5	±0.1	
Other Selected Reserve	99	±1	57	36	6	1	±2	1.5	±0.1	
Reserve Unit	99	±1	57	36	6	1	±2	1.5	±0.1	
Military Technician	99	±1	54	38	6	2	±5	1.5	±0.1	
IMA	99	±1	61	35	3	1	±5	1.4	±0.1	
Not Activated Past 12 Months	99	±1	57	36	6	1	±2	1.5	±0.1	
Activated Past 12 Months	99	±1	55	38	5	1	±4	1.5	±0.1	
Not Deployed Past 12 Months	99	±1	57	36	6	1	±2	1.5	±0.1	
Deployed Past 12 Months	99	±1	57	36	6	1	±3	1.5	±0.1	
Deployed OIF/OEF	99	±1	56	37	6	1	±4	1.5	±0.1	
WHITE	99	±1	57	37	5	1	±2	1.5	±0.1	
ARNG	99	±1	54	39	6	1	±3	1.5	±0.1	
USAR	99	±1	57	37	5	1	±5	1.5	±0.1	
USNR	99	±2	59	34	6	1	±5	1.5	±0.1	
USMCR	100	±0	60	33	6	1	±6	1.5	±0.1	
ANG	99	±1	64	31	4	1	±5	1.4	±0.1	
USAFR	100	±1	56	37	6	1	±6	1.5	±0.1	
Enlisted	99	±1	56	37	6	1	±3	1.5	±0.1	
E1 – E4	100	±1	54	38	6	2	±4	1.6	±0.1	
E5 – E9	99	±1	58	37	5	1	±3	1.5	±0.1	
Officers	99	±1	60	35	4	1	±3	1.5	±0.1	
BLACK	99	±1	61	30	7	2	±3	1.5	±0.1	
ARNG	99	±1	63	26	7	3	±4	1.5	±0.1	
USAR	99	±1	56	33	9	2	±4	1.6	±0.1	
USNR	99	±1	63	30	6	1	±5	1.5	±0.1	
USMCR	99	±1	54	36	6	4	±9	1.6	±0.2	
ANG	100	±1	64	31	5	1	±4	1.4	±0.1	
USAFR	99	±1	66	29	4	1	±3	1.4	±0.1	
Enlisted	99	±1	60	30	7	2	±3	1.5	±0.1	
E1 – E4	99	±1	60	28	9	2	±5	1.5	±0.1	
E5 – E9	99	±1	61	31	6	2	±3	1.5	±0.1	
Officers	99	±1	65	30	4	1	±3	1.4	±0.1	

Note. Percent responding are Reserve component members who answered the question.

49b. Continued	Percent Responding		Percentages				Max ME	Degree of Truth		
			1	2	3	4				
HISPANIC	99	±1	55	35	8	2	±3	1.6	±0.1	
ARNG	99	±1	54	34	9	2	±6	1.6	±0.1	
USAR	99	±1	55	34	9	2	±6	1.6	±0.1	
USNR	99	±1	62	29	7	1	±7	1.5	±0.1	
USMCR	100	±1	55	37	8	1	±8	1.5	±0.1	
ANG	100	±1	58	36	4	2	±9	1.5	±0.1	
USAFR	99	±1	52	44	3	1	±9	1.5	±0.1	
Enlisted	99	±1	54	35	8	2	±4	1.6	±0.1	
E1 – E4	99	±1	50	39	8	2	±6	1.6	±0.1	
E5 – E9	100	±1	57	32	9	2	±5	1.5	±0.1	
Officers	99	±1	65	29	5	2	±5	1.4	±0.1	
AIAN	98	±5	56	39	3	1	±11	1.5	±0.2	
ARNG	100	±1	59	38	3	1	±16	1.5	±0.2	
USAR	100	±0	NR	NR	4	NR	±7	1.8	±0.3	
USNR	99	±1	NR	NR	5	0	±6	1.4	±0.3	
ANG	82	±31	NR	20	3	0	±17	1.3	±0.2	
USAFR	99	±2	68	27	3	1	±13	1.4	±0.2	
Enlisted	97	±5	55	40	3	1	±12	1.5	±0.2	
Officers	100	±0	62	31	7	0	±13	1.5	±0.2	
ASIAN	100	±1	48	41	10	1	±5	1.6	±0.1	
ARNG	100	±1	53	34	11	2	±10	1.6	±0.2	
USAR	99	±1	44	44	11	2	±9	1.7	±0.2	
USNR	99	±1	48	43	8	2	±9	1.6	±0.2	
USMCR	99	±2	39	49	11	0	±15	1.7	±0.2	
ANG	100	±1	48	43	8	1	±5	1.6	±0.1	
USAFR	99	±1	47	47	6	0	±14	1.6	±0.2	
Enlisted	100	±1	47	41	10	1	±6	1.7	±0.1	
Officers	100	±1	49	43	7	1	±5	1.6	±0.1	
NHPI	100	±1	47	47	5	1	±11	1.6	±0.2	
ARNG	100	±0	NR	NR	3	0	±5	1.6	±0.3	
USAR	99	±1	47	40	11	2	±7	1.7	±0.1	
USNR	98	±3	NR	NR	2	1	±8	1.4	±0.3	
ANG	99	±1	NR	NR	1	1	±2	1.5	±0.3	
USAFR	100	±1	59	37	4	0	±11	1.5	±0.2	
Enlisted	100	±1	47	47	5	1	±12	1.6	±0.2	
Officers	98	±3	NR	NR	5	1	±5	1.6	±0.2	
TWO OR MORE RACES	99	±3	47	45	5	2	±9	1.6	±0.2	
ARNG	100	±0	47	48	1	NR	±15	1.6	±0.3	
USAR	94	±11	26	NR	NR	1	±15	1.9	±0.3	
USNR	99	±2	54	37	7	2	±15	1.6	±0.2	
USMCR	100	±1	NR	NR	9	NR	±13	1.7	±0.4	
ANG	100	±1	64	30	3	2	±18	1.4	±0.2	
USAFR	100	±1	NR	NR	5	0	±8	1.5	±0.2	
Enlisted	99	±3	46	47	5	3	±10	1.6	±0.2	
Officers	100	±1	54	38	6	2	±12	1.6	±0.2	
USCGR	99	±1	60	35	4	1	±4	1.5	±0.1	
White	99	±1	59	36	4	1	±5	1.5	±0.1	
Black	98	±4	68	28	5	NR	±15	1.4	±0.2	
Hispanic	100	±0	59	31	10	NR	±11	1.5	±0.2	
Other Race/Ethnicity	100	±0	63	31	3	3	±9	1.5	±0.2	
Enlisted	100	±1	59	35	5	1	±5	1.5	±0.1	
E1 – E4	100	±1	60	33	6	1	±8	1.5	±0.1	
E5 – E9	100	±1	59	36	4	1	±5	1.5	±0.1	
Officers	98	±2	61	37	2	0	±7	1.4	±0.1	

NR: Not reportable

## 49. How true or false is each of the following statements for you?

c. I expect my health to get worse.

1. Definitely false

2. Mostly false

3. Mostly true

4. Definitely true

	Percent Responding		Percentages				Max ME	Degree of Truth		
			1	2	3	4				
TOTAL DOD	100	±1	55	34	9	2	±2	1.6	±0.1	
ARNG	100	±1	53	35	10	2	±3	1.6	±0.1	
USAR	99	±1	53	34	11	2	±3	1.6	±0.1	
USNR	100	±1	60	31	8	1	±4	1.5	±0.1	
USMCR	100	±1	54	34	10	2	±5	1.6	±0.1	
ANG	100	±1	63	31	5	1	±4	1.4	±0.1	
USAFR	100	±1	59	35	5	1	±4	1.5	±0.1	
Enlisted	100	±1	56	33	9	2	±2	1.6	±0.1	
E1 – E4	100	±1	60	31	7	2	±3	1.5	±0.1	
E5 – E9	100	±1	53	35	10	2	±2	1.6	±0.1	
Officers	100	±1	52	36	10	1	±2	1.6	±0.1	
O1 – O3	100	±1	57	34	8	1	±3	1.5	±0.1	
O4 – O6	100	±1	50	37	11	1	±3	1.6	±0.1	
Male	100	±1	54	35	9	2	±2	1.6	±0.1	
Female	99	±1	61	28	9	2	±3	1.5	±0.1	
AGR/FTS/AR	100	±1	48	38	12	2	±4	1.7	±0.1	
Other Selected Reserve	100	±1	56	33	9	2	±2	1.6	±0.1	
Reserve Unit	100	±1	56	33	9	2	±2	1.6	±0.1	
Military Technician	99	±1	56	34	8	2	±5	1.5	±0.1	
IMA	100	±1	58	35	6	1	±5	1.5	±0.1	
Not Activated Past 12 Months	100	±1	56	33	9	2	±2	1.6	±0.1	
Activated Past 12 Months	100	±1	51	38	10	1	±4	1.6	±0.1	
Not Deployed Past 12 Months	100	±1	57	33	8	2	±2	1.6	±0.1	
Deployed Past 12 Months	100	±1	52	36	10	2	±3	1.6	±0.1	
Deployed OIF/OEF	100	±1	50	37	12	2	±4	1.7	±0.1	
WHITE	100	±1	53	36	9	2	±2	1.6	±0.1	
ARNG	100	±1	50	38	10	2	±3	1.6	±0.1	
USAR	99	±1	49	37	12	2	±5	1.7	±0.1	
USNR	100	±1	56	34	9	1	±5	1.6	±0.1	
USMCR	100	±1	52	36	9	2	±6	1.6	±0.1	
ANG	100	±1	62	32	5	1	±5	1.5	±0.1	
USAFR	100	±1	55	39	5	1	±6	1.5	±0.1	
Enlisted	100	±1	53	36	9	2	±3	1.6	±0.1	
E1 – E4	100	±1	58	33	7	2	±4	1.5	±0.1	
E5 – E9	100	±1	49	38	10	2	±3	1.7	±0.1	
Officers	100	±1	50	38	10	1	±3	1.6	±0.1	
BLACK	99	±1	66	25	7	2	±3	1.5	±0.1	
ARNG	99	±1	67	24	7	2	±4	1.4	±0.1	
USAR	100	±1	61	28	8	3	±4	1.5	±0.1	
USNR	100	±1	71	23	5	2	±4	1.4	±0.1	
USMCR	99	±2	65	24	7	4	±8	1.5	±0.2	
ANG	100	±1	72	23	4	0	±3	1.3	±0.1	
USAFR	99	±1	74	20	5	1	±3	1.3	±0.1	
Enlisted	99	±1	66	25	7	2	±3	1.5	±0.1	
E1 – E4	99	±1	70	22	6	2	±5	1.4	±0.1	
E5 – E9	99	±1	64	27	7	3	±3	1.5	±0.1	
Officers	100	±1	65	27	7	1	±3	1.5	±0.1	

Note. Percent responding are Reserve component members who answered the question.

49c. Continued	Percent Responding		Percentages				Max ME	Degree of Truth		
			1	2	3	4				
HISPANIC	100	±1	60	28	8	3	±3	1.5	±0.1	
ARNG	100	±1	56	31	9	4	±6	1.6	±0.1	
USAR	99	±2	58	28	10	3	±6	1.6	±0.1	
USNR	100	±1	69	21	8	2	±7	1.4	±0.2	
USMCR	100	±1	61	25	11	3	±8	1.6	±0.2	
ANG	100	±0	72	25	3	0	±7	1.3	±0.1	
USAFR	100	±1	65	29	5	1	±9	1.4	±0.2	
Enlisted	100	±1	60	29	8	3	±4	1.5	±0.1	
E1 – E4	99	±1	63	27	6	3	±6	1.5	±0.1	
E5 – E9	100	±1	58	30	10	3	±5	1.6	±0.1	
Officers	100	±1	61	27	9	2	±5	1.5	±0.1	
AIAN	100	±1	59	31	10	1	±11	1.5	±0.2	
ARNG	100	±1	67	20	12	1	±15	1.5	±0.3	
USAR	100	±0	NR	NR	5	0	±7	1.6	±0.3	
USNR	100	±1	NR	NR	NR	2	±5	NR		
ANG	100	±1	NR	NR	2	1	±3	1.6	±0.3	
USAFR	100	±0	61	32	5	2	±18	1.5	±0.2	
Enlisted	100	±1	60	30	9	1	±12	1.5	±0.2	
Officers	100	±0	43	41	15	1	±15	1.7	±0.2	
ASIAN	100	±1	52	38	9	1	±5	1.6	±0.1	
ARNG	100	±1	55	33	10	1	±10	1.6	±0.2	
USAR	100	±1	47	41	12	1	±8	1.7	±0.1	
USNR	99	±1	56	37	5	1	±9	1.5	±0.1	
USMCR	99	±2	36	45	17	2	±15	1.9	±0.2	
ANG	100	±1	54	40	6	0	±5	1.5	±0.1	
USAFR	100	±1	58	38	3	0	±15	1.5	±0.2	
Enlisted	100	±1	53	37	9	1	±6	1.6	±0.1	
Officers	100	±1	46	44	10	0	±6	1.6	±0.1	
NHPI	100	±1	61	33	5	1	±11	1.5	±0.2	
ARNG	99	±2	NR	NR	3	1	±5	1.4	±0.3	
USAR	99	±1	54	34	8	3	±7	1.6	±0.1	
USNR	100	±0	NR	NR	6	NR	±12	1.3	±0.3	
ANG	100	±1	NR	NR	3	0	±4	1.5	±0.3	
USAFR	100	±0	69	28	3	0	±11	1.3	±0.2	
Enlisted	100	±1	61	33	5	1	±12	1.5	±0.2	
Officers	100	±1	NR	35	4	1	±17	1.5	±0.2	
TWO OR MORE RACES	100	±1	48	34	15	3	±9	1.7	±0.2	
ARNG	99	±2	47	33	16	NR	±16	1.8	±0.3	
USAR	100	±0	33	NR	NR	NR	±17	2.1	±0.4	
USNR	99	±2	58	33	7	2	±15	1.5	±0.2	
USMCR	100	±0	NR	17	NR	2	±16	NR		
ANG	100	±0	68	28	3	1	±17	1.4	±0.2	
USAFR	100	±0	NR	NR	NR	0	±1	1.6	±0.3	
Enlisted	100	±1	47	33	16	4	±10	1.8	±0.2	
Officers	100	±0	56	36	7	0	±11	1.5	±0.2	
USCGR	99	±1	60	33	5	1	±4	1.5	±0.1	
White	99	±1	59	35	4	2	±5	1.5	±0.1	
Black	100	±0	68	24	9	NR	±15	1.4	±0.2	
Hispanic	100	±0	68	27	5	NR	±11	1.4	±0.2	
Other Race/Ethnicity	100	±0	64	30	5	0	±9	1.4	±0.1	
Enlisted	99	±1	61	33	4	1	±5	1.5	±0.1	
E1 – E4	99	±2	65	31	3	1	±8	1.4	±0.1	
E5 – E9	99	±1	58	34	6	1	±5	1.5	±0.1	
Officers	100	±1	56	36	6	1	±7	1.5	±0.1	

NR: Not reportable

## 49. How true or false is each of the following statements for you?

## d. My health is excellent.

1. Definitely false






















































2. Mostly false

3. Mostly true

4. Definitely true

	Percent Responding		Percentages				Max ME	Degree of Truth		
			1	2	3	4				
TOTAL DOD	100	±1	4	9	57	31	±2	3.1	±0.1	
ARNG	100	±1	4	11	56	29	±3	3.1	±0.1	
USAR	100	±1	4	10	56	29	±3	3.1	±0.1	
USNR	100	±1	2	5	54	39	±4	3.3	±0.1	
USMCR	100	±1	3	8	55	33	±5	3.2	±0.1	
ANG	100	±1	2	6	59	33	±4	3.2	±0.1	
USAFR	100	±1	3	5	59	34	±4	3.2	±0.1	
Enlisted	100	±1	4	9	57	29	±2	3.1	±0.1	
E1 – E4	100	±1	4	10	55	32	±3	3.1	±0.1	
E5 – E9	100	±1	4	9	59	28	±2	3.1	±0.1	
Officers	100	±1	2	6	53	39	±2	3.3	±0.1	
O1 – O3	100	±1	2	5	54	39	±3	3.3	±0.1	
O4 – O6	100	±1	2	6	52	41	±3	3.3	±0.1	
Male	100	±1	3	9	57	31	±2	3.2	±0.1	
Female	99	±1	4	9	57	29	±3	3.1	±0.1	
AGR/FTS/AR	100	±1	4	10	57	29	±4	3.1	±0.1	
Other Selected Reserve	100	±1	4	9	57	31	±2	3.2	±0.1	
Reserve Unit	100	±1	4	9	57	31	±2	3.1	±0.1	
Military Technician	100	±1	3	9	61	27	±5	3.1	±0.1	
IMA	99	±1	2	5	52	41	±6	3.3	±0.1	
Not Activated Past 12 Months	100	±1	3	9	57	32	±2	3.2	±0.1	
Activated Past 12 Months	100	±1	4	8	60	27	±4	3.1	±0.1	
Not Deployed Past 12 Months	100	±1	3	9	57	32	±2	3.2	±0.1	
Deployed Past 12 Months	100	±1	4	10	57	29	±3	3.1	±0.1	
Deployed OIF/OEF	100	±1	5	9	58	28	±4	3.1	±0.1	
WHITE	100	±1	3	9	58	30	±2	3.2	±0.1	
ARNG	100	±1	4	11	58	27	±3	3.1	±0.1	
USAR	99	±1	3	9	58	30	±5	3.2	±0.1	
USNR	100	±1	2	5	55	39	±5	3.3	±0.1	
USMCR	100	±1	3	7	57	33	±6	3.2	±0.1	
ANG	100	±1	2	6	59	33	±5	3.2	±0.1	
USAFR	100	±1	3	5	59	33	±5	3.2	±0.1	
Enlisted	100	±1	3	9	59	28	±3	3.1	±0.1	
E1 – E4	100	±1	3	10	57	31	±4	3.1	±0.1	
E5 – E9	100	±1	3	9	61	27	±3	3.1	±0.1	
Officers	100	±1	2	6	52	40	±3	3.3	±0.1	
BLACK	99	±1	5	9	55	31	±3	3.1	±0.1	
ARNG	99	±1	6	11	52	31	±5	3.1	±0.1	
USAR	100	±1	5	11	56	28	±4	3.1	±0.1	
USNR	100	±1	3	6	55	37	±4	3.3	±0.1	
USMCR	100	±1	4	7	57	32	±8	3.2	±0.1	
ANG	100	±1	2	7	59	33	±4	3.2	±0.1	
USAFR	99	±1	3	5	57	35	±3	3.2	±0.1	
Enlisted	99	±1	5	10	55	30	±3	3.1	±0.1	
E1 – E4	99	±1	5	10	49	36	±5	3.2	±0.1	
E5 – E9	99	±1	5	10	59	26	±3	3.1	±0.1	
Officers	99	±1	2	6	56	35	±3	3.2	±0.1	

Note. Percent responding are Reserve component members who answered the question.

49d. Continued	Percent Responding		Percentages				Max ME	Degree of Truth		
			1	2	3	4				
HISPANIC	100	±1	5	8	50	36	±3	3.2	±0.1	
ARNG	100	±1	7	9	47	36	±6	3.1	±0.2	
USAR	99	±1	6	10	51	33	±6	3.1	±0.1	
USNR	100	±1	1	5	47	47	±8	3.4	±0.1	
USMCR	100	±0	4	13	48	35	±8	3.1	±0.2	
ANG	100	±1	1	5	56	37	±8	3.3	±0.1	
USAFR	100	±1	2	3	62	33	±8	3.3	±0.1	
Enlisted	100	±1	5	8	50	36	±4	3.2	±0.1	
E1 – E4	100	±1	7	8	48	37	±6	3.1	±0.1	
E5 – E9	100	±1	5	8	52	35	±5	3.2	±0.1	
Officers	100	±1	3	7	50	40	±5	3.3	±0.1	
AIAN	100	±1	2	11	58	29	±11	3.1	±0.2	
ARNG	100	±1	1	9	59	31	±15	3.2	±0.2	
USAR	100	±1	4	NR	NR	NR	±7	2.9	±0.4	
USNR	100	±1	1	NR	NR	27	±18	3.1	±0.4	
ANG	100	±0	1	3	NR	NR	±4	NR		
USAFR	100	±0	4	6	41	NR	±15	3.4	±0.3	
Enlisted	100	±1	2	12	59	28	±12	3.1	±0.2	
Officers	100	±1	1	8	52	39	±14	3.3	±0.2	
ASIAN	100	±1	3	9	57	32	±5	3.2	±0.1	
ARNG	100	±1	5	8	58	29	±11	3.1	±0.2	
USAR	100	±0	2	13	56	29	±9	3.1	±0.1	
USNR	99	±1	1	5	52	42	±10	3.3	±0.2	
USMCR	99	±2	4	15	49	33	±16	3.1	±0.3	
ANG	99	±1	2	6	63	29	±5	3.2	±0.1	
USAFR	100	±1	0	3	61	36	±13	3.3	±0.2	
Enlisted	100	±1	3	9	58	30	±6	3.2	±0.1	
Officers	100	±1	1	7	54	38	±5	3.3	±0.1	
NHPI	99	±1	3	5	72	20	±8	3.1	±0.1	
ARNG	99	±2	1	3	83	13	±14	3.1	±0.1	
USAR	99	±1	6	12	56	27	±7	3.0	±0.1	
USNR	100	±0	NR	3	NR	NR	±10	3.2	±0.2	
ANG	100	±0	2	1	79	18	±13	3.1	±0.1	
USAFR	100	±1	1	2	63	33	±10	3.3	±0.1	
Enlisted	99	±1	3	5	71	20	±8	3.1	±0.1	
Officers	100	±1	2	2	75	21	±11	3.2	±0.1	
TWO OR MORE RACES	100	±1	4	12	60	24	±9	3.0	±0.2	
ARNG	100	±0	NR	7	63	25	±15	3.1	±0.3	
USAR	100	±0	NR	NR	NR	16	±12	2.7	±0.4	
USNR	98	±2	3	9	61	27	±14	3.1	±0.1	
USMCR	100	±0	NR	5	NR	NR	±10	3.0	±0.3	
ANG	100	±0	0	3	74	23	±14	3.2	±0.2	
USAFR	100	±0	2	5	NR	NR	±8	3.2	±0.2	
Enlisted	100	±1	5	12	62	21	±10	3.0	±0.2	
Officers	100	±1	1	8	52	39	±11	3.3	±0.2	
USCGR	100	±1	1	3	59	36	±4	3.3	±0.1	
White	100	±1	2	3	59	36	±5	3.3	±0.1	
Black	100	±0	1	NR	59	38	±15	3.3	±0.2	
Hispanic	100	±0	1	4	63	31	±11	3.2	±0.2	
Other Race/Ethnicity	100	±0	0	5	52	43	±9	3.4	±0.2	
Enlisted	100	±1	2	4	59	35	±5	3.3	±0.1	
E1 – E4	100	±1	2	3	55	40	±8	3.3	±0.1	
E5 – E9	100	±0	1	4	63	32	±5	3.3	±0.1	
Officers	100	±1	1	2	58	39	±7	3.4	±0.1	






















































NR: Not reportable

49. General Health scale: Constructed from Q49. The General Health scale is designed to provide a self-assessment of overall physical well-being.

	Percent Responding		Mean	Max ME	General Health
TOTAL DOD	100	±1	3.3	±0.1	
ARNG	100	±1	3.3	±0.1	
USAR	100	±1	3.3	±0.1	
USNR	100	±1	3.4	±0.1	
USMCR	100	±1	3.3	±0.1	
ANG	100	±1	3.4	±0.1	
USAFR	100	±1	3.4	±0.1	
Enlisted	100	±1	3.3	±0.1	
E1 – E4	100	±1	3.3	±0.1	
E5 – E9	100	±1	3.3	±0.1	
Officers	100	±1	3.4	±0.1	
O1 – O3	100	±1	3.4	±0.1	
O4 – O6	100	±1	3.4	±0.1	
Male	100	±1	3.3	±0.1	
Female	100	±1	3.3	±0.1	
AGR/FTS/AR	100	±1	3.3	±0.1	
Other Selected Reserve	100	±1	3.3	±0.1	
Reserve Unit	100	±1	3.3	±0.1	
Military Technician	100	±1	3.3	±0.1	
IMA	100	±1	3.4	±0.1	
Not Activated Past 12 Months	100	±1	3.3	±0.1	
Activated Past 12 Months	100	±1	3.3	±0.1	
Not Deployed Past 12 Months	100	±1	3.3	±0.1	
Deployed Past 12 Months	100	±1	3.3	±0.1	
Deployed OIF/OEF	100	±1	3.3	±0.1	
WHITE	100	±1	3.3	±0.1	
ARNG	100	±1	3.3	±0.1	
USAR	100	±1	3.3	±0.1	
USNR	100	±1	3.4	±0.1	
USMCR	100	±0	3.3	±0.1	
ANG	100	±1	3.4	±0.1	
USAFR	100	±1	3.4	±0.1	
Enlisted	100	±1	3.3	±0.1	
E1 – E4	100	±0	3.3	±0.1	
E5 – E9	100	±1	3.3	±0.1	
Officers	100	±1	3.4	±0.1	
BLACK	100	±1	3.3	±0.1	
ARNG	99	±1	3.3	±0.1	
USAR	100	±1	3.3	±0.1	
USNR	100	±1	3.4	±0.1	
USMCR	100	±1	3.3	±0.1	
ANG	100	±1	3.4	±0.1	
USAFR	99	±1	3.4	±0.1	
Enlisted	100	±1	3.3	±0.1	
E1 – E4	99	±1	3.3	±0.1	
E5 – E9	100	±1	3.3	±0.1	
Officers	100	±1	3.4	±0.1	

Note. Percent responding are Reserve component members who answered the question. The scale ranges from 1 to 4. A higher score indicates more positive perceptions of health. Cronbach's coefficient alpha = 0.77.



49. Continued	Percent Responding		Mean	Max ME	General Health
HISPANIC	100	±1	3.3	±0.1	
ARNG	100	±1	3.3	±0.1	
USAR	99	±1	3.3	±0.1	
USNR	100	±0	3.5	±0.1	
USMCR	100	±0	3.3	±0.2	
ANG	100	±0	3.4	±0.1	
USAFR	100	±1	3.4	±0.1	
Enlisted	100	±1	3.3	±0.1	
E1 – E4	100	±1	3.3	±0.1	
E5 – E9	100	±1	3.3	±0.1	
Officers	99	±1	3.4	±0.1	
AIAN	100	±1	3.3	±0.2	
ARNG	100	±1	3.4	±0.2	
USAR	100	±1	3.1	±0.3	
USNR	100	±1	3.3	±0.3	
ANG	100	±0	NR		
USAFR	100	±0	3.5	±0.2	
Enlisted	100	±1	3.3	±0.2	
Officers	100	±1	3.3	±0.2	
ASIAN	100	±1	3.3	±0.1	
ARNG	100	±1	3.3	±0.2	
USAR	100	±1	3.2	±0.1	
USNR	100	±1	3.4	±0.1	
USMCR	99	±2	3.1	±0.2	
ANG	100	±1	3.3	±0.1	
USAFR	100	±1	3.4	±0.2	
Enlisted	100	±1	3.3	±0.1	
Officers	100	±1	3.3	±0.1	
NHPI	100	±1	3.3	±0.1	
ARNG	99	±2	3.3	±0.1	
USAR	100	±1	3.2	±0.1	
USNR	100	±0	3.5	±0.3	
ANG	100	±0	3.3	±0.2	
USAFR	100	±1	3.4	±0.1	
Enlisted	100	±1	3.3	±0.1	
Officers	100	±1	3.3	±0.1	
TWO OR MORE RACES	100	±1	3.2	±0.2	
ARNG	100	±0	3.2	±0.2	
USAR	100	±0	2.9	±0.3	
USNR	99	±1	3.3	±0.1	
USMCR	100	±0	3.2	±0.3	
ANG	100	±0	3.4	±0.1	
USAFR	100	±0	3.3	±0.2	
Enlisted	100	±1	3.1	±0.2	
Officers	100	±0	3.4	±0.2	
USCGR	100	±1	3.4	±0.1	
White	100	±1	3.4	±0.1	
Black	100	±0	3.5	±0.2	
Hispanic	100	±0	3.4	±0.2	
Other Race/Ethnicity	100	±0	3.5	±0.1	
Enlisted	100	±1	3.4	±0.1	
E1 – E4	100	±1	3.4	±0.1	
E5 – E9	100	±0	3.4	±0.1	
Officers	100	±1	3.5	±0.1	

NR: Not reportable

50. How much of the time during the past 4 weeks have you had any of the following problems with your work or other regular daily activities as a result of your physical health?

a. Cut down on the amount of time you spent on work or other activities

1. Little or none of the time

2. Some of the time

3. A good bit of the time

4. All or most of the time

	Percent Responding		Percentages				Max ME	Average Amount of Time		
			1	2	3	4				
TOTAL DOD	99	±1	76	18	5	2	±2	1.3	±0.1	
ARNG	99	±1	73	19	6	2	±3	1.4	±0.1	
USAR	100	±1	73	20	5	2	±3	1.4	±0.1	
USNR	99	±1	79	16	4	1	±3	1.3	±0.1	
USMCR	99	±1	75	17	6	2	±4	1.4	±0.1	
ANG	100	±1	84	13	3	1	±3	1.2	±0.1	
USAFR	99	±1	83	14	3	1	±3	1.2	±0.1	
Enlisted	99	±1	75	18	5	2	±2	1.3	±0.1	
E1 – E4	99	±1	73	19	5	3	±3	1.4	±0.1	
E5 – E9	99	±1	76	17	5	1	±2	1.3	±0.1	
Officers	100	±1	83	14	2	1	±2	1.2	±0.1	
O1 – O3	100	±1	81	15	3	1	±3	1.2	±0.1	
O4 – O6	100	±1	85	13	2	1	±2	1.2	±0.1	
Male	99	±1	76	18	5	1	±2	1.3	±0.1	
Female	99	±1	75	17	5	3	±3	1.4	±0.1	
AGR/FTS/AR	99	±1	76	17	5	1	±4	1.3	±0.1	
Other Selected Reserve	99	±1	76	18	5	2	±2	1.3	±0.1	
Reserve Unit	99	±1	76	18	5	2	±2	1.3	±0.1	
Military Technician	100	±1	75	18	5	1	±5	1.3	±0.1	
IMA	98	±2	85	13	1	0	±4	1.2	±0.1	
Not Activated Past 12 Months	99	±1	77	17	5	2	±2	1.3	±0.1	
Activated Past 12 Months	100	±1	74	19	5	2	±3	1.3	±0.1	
Not Deployed Past 12 Months	99	±1	77	17	4	2	±2	1.3	±0.1	
Deployed Past 12 Months	100	±1	72	20	6	2	±3	1.4	±0.1	
Deployed OIF/OEF	100	±1	71	20	7	2	±4	1.4	±0.1	
WHITE	100	±1	79	16	4	1	±2	1.3	±0.1	
ARNG	99	±1	75	18	5	2	±3	1.3	±0.1	
USAR	100	±1	77	18	3	1	±4	1.3	±0.1	
USNR	99	±1	82	14	3	0	±5	1.2	±0.1	
USMCR	99	±2	78	16	5	2	±6	1.3	±0.1	
ANG	100	±1	86	11	2	1	±4	1.2	±0.1	
USAFR	100	±1	84	13	2	0	±5	1.2	±0.1	
Enlisted	99	±1	77	17	4	2	±2	1.3	±0.1	
E1 – E4	99	±1	75	18	5	2	±3	1.3	±0.1	
E5 – E9	100	±1	79	16	4	1	±3	1.3	±0.1	
Officers	100	±1	85	13	2	0	±2	1.2	±0.1	
BLACK	99	±1	70	21	7	2	±3	1.4	±0.1	
ARNG	99	±1	68	20	9	2	±4	1.5	±0.1	
USAR	99	±1	69	23	6	2	±4	1.4	±0.1	
USNR	99	±1	71	21	7	1	±5	1.4	±0.1	
USMCR	100	±1	74	18	7	1	±8	1.4	±0.1	
ANG	100	±1	78	17	3	2	±3	1.3	±0.1	
USAFR	99	±1	79	16	4	1	±3	1.3	±0.1	
Enlisted	99	±1	69	21	7	2	±3	1.4	±0.1	
E1 – E4	99	±2	71	20	6	2	±5	1.4	±0.1	
E5 – E9	99	±1	68	22	8	2	±3	1.4	±0.1	
Officers	100	±1	78	16	4	1	±3	1.3	±0.1	

Note. Percent responding are Reserve component members who answered the question.

50a. Continued	Percent Responding		Percentages				Max ME	Average Amount of Time		
			1	2	3	4				
HISPANIC	99	±1	70	20	7	3	±3	1.4	±0.1	
ARNG	99	±2	66	23	8	3	±6	1.5	±0.1	
USAR	100	±1	67	21	8	5	±6	1.5	±0.1	
USNR	100	±0	79	14	6	1	±6	1.3	±0.1	
USMCR	100	±1	70	17	7	6	±8	1.5	±0.2	
ANG	99	±1	74	21	4	1	±9	1.3	±0.1	
USAFR	97	±5	83	14	2	1	±6	1.2	±0.1	
Enlisted	99	±1	69	21	7	3	±4	1.5	±0.1	
E1 – E4	99	±1	68	20	7	5	±5	1.5	±0.1	
E5 – E9	99	±2	70	21	7	2	±4	1.4	±0.1	
Officers	100	±1	79	17	3	1	±4	1.3	±0.1	
AIAN	100	±1	79	16	3	2	±8	1.3	±0.1	
ARNG	100	±1	80	17	1	2	±12	1.2	±0.2	
USAR	100	±1	NR	NR	9	3	±14	1.4	±0.3	
USNR	100	±0	NR	NR	1	1	±2	1.3	±0.3	
ANG	100	±0	91	5	3	0	±8	1.1	±0.1	
USAFR	100	±1	78	14	4	NR	±12	1.3	±0.2	
Enlisted	100	±1	79	17	3	1	±9	1.3	±0.1	
Officers	100	±1	78	15	2	4	±11	1.3	±0.2	
ASIAN	99	±1	67	24	6	2	±4	1.4	±0.1	
ARNG	99	±1	64	26	6	4	±10	1.5	±0.2	
USAR	99	±1	65	26	8	1	±7	1.5	±0.1	
USNR	100	±1	75	20	3	2	±6	1.3	±0.1	
USMCR	100	±0	55	31	13	1	±17	1.6	±0.3	
ANG	99	±1	73	22	5	0	±4	1.3	±0.1	
USAFR	100	±1	77	18	5	0	±15	1.3	±0.2	
Enlisted	99	±1	66	25	6	2	±5	1.4	±0.1	
Officers	100	±1	74	17	7	1	±6	1.4	±0.1	
NHPI	100	±1	69	24	5	1	±9	1.4	±0.1	
ARNG	100	±1	80	17	3	0	±15	1.2	±0.2	
USAR	100	±1	50	37	9	3	±8	1.7	±0.2	
USNR	100	±0	NR	NR	2	NR	±8	1.6	±0.3	
ANG	100	±1	86	10	4	0	±11	1.2	±0.2	
USAFR	99	±2	70	21	7	NR	±11	1.4	±0.2	
Enlisted	100	±1	69	24	5	2	±9	1.4	±0.2	
Officers	100	±0	69	22	NR	0	±18	1.4	±0.3	
TWO OR MORE RACES	100	±1	80	12	5	2	±8	1.3	±0.2	
ARNG	100	±0	87	6	6	1	±13	1.2	±0.2	
USAR	100	±1	NR	NR	1	NR	±2	1.5	±0.4	
USNR	98	±3	72	17	8	3	±13	1.4	±0.2	
USMCR	100	±0	NR	9	NR	3	±15	1.3	±0.3	
ANG	99	±2	NR	8	NR	1	±5	1.3	±0.4	
USAFR	100	±1	NR	NR	2	1	±3	1.2	±0.2	
Enlisted	100	±1	80	11	6	3	±9	1.3	±0.2	
Officers	100	±1	81	15	3	0	±9	1.2	±0.1	
USCGR	100	±1	82	14	3	1	±3	1.2	±0.1	
White	100	±1	83	14	2	1	±4	1.2	±0.1	
Black	100	±0	68	15	17	NR	±15	1.5	±0.3	
Hispanic	100	±0	80	15	2	3	±10	1.3	±0.2	
Other Race/Ethnicity	100	±0	87	9	3	0	±7	1.2	±0.1	
Enlisted	100	±1	81	14	3	1	±4	1.2	±0.1	
E1 – E4	100	±1	80	15	3	2	±7	1.3	±0.1	
E5 – E9	99	±1	83	14	3	0	±5	1.2	±0.1	
Officers	100	±0	88	10	2	1	±5	1.2	±0.1	

NR: Not reportable
















































**50. How much of the time during the past 4 weeks have you had any of the following problems with your work or other regular daily activities as a result of your physical health?**

**b. Accomplished less than you would like**

1. Little or none of the time  
4. All or most of the time

2. Some of the time

3. A good bit of the time

	Percent Responding		Percentages				Max ME	Average Amount of Time		
			1	2	3	4				
TOTAL DOD	99	±1	68	23	7	2	±2	1.4	±0.1	
ARNG	99	±1	66	24	8	3	±3	1.5	±0.1	
USAR	99	±1	67	24	7	2	±3	1.4	±0.1	
USNR	99	±1	71	23	5	1	±4	1.4	±0.1	
USMCR	99	±1	68	21	8	3	±5	1.5	±0.1	
ANG	100	±1	75	19	4	1	±4	1.3	±0.1	
USAFR	99	±1	74	21	4	1	±4	1.3	±0.1	
Enlisted	99	±1	67	23	7	2	±2	1.4	±0.1	
E1 – E4	99	±1	67	24	7	3	±3	1.5	±0.1	
E5 – E9	99	±1	68	23	7	2	±2	1.4	±0.1	
Officers	99	±1	75	20	4	1	±2	1.3	±0.1	
O1 – O3	99	±1	75	20	4	1	±3	1.3	±0.1	
O4 – O6	99	±1	76	20	3	1	±3	1.3	±0.1	
Male	99	±1	69	23	6	2	±2	1.4	±0.1	
Female	99	±1	67	23	7	3	±3	1.5	±0.1	
AGR/FTS/AR	99	±1	69	23	6	2	±4	1.4	±0.1	
Other Selected Reserve	99	±1	68	23	7	2	±2	1.4	±0.1	
Reserve Unit	99	±1	68	23	7	2	±2	1.4	±0.1	
Military Technician	99	±1	64	26	8	2	±5	1.5	±0.1	
IMA	99	±2	79	17	4	1	±5	1.3	±0.1	
Not Activated Past 12 Months	99	±1	69	23	6	2	±2	1.4	±0.1	
Activated Past 12 Months	99	±1	66	24	8	2	±4	1.5	±0.1	
Not Deployed Past 12 Months	99	±1	70	22	6	2	±2	1.4	±0.1	
Deployed Past 12 Months	99	±1	65	25	8	2	±3	1.5	±0.1	
Deployed OIF/OEF	99	±1	64	25	9	3	±4	1.5	±0.1	
WHITE	99	±1	71	22	6	2	±2	1.4	±0.1	
ARNG	99	±1	67	24	7	2	±3	1.4	±0.1	
USAR	100	±1	70	22	6	2	±5	1.4	±0.1	
USNR	99	±1	73	22	4	1	±5	1.3	±0.1	
USMCR	99	±2	71	19	7	2	±6	1.4	±0.1	
ANG	100	±1	77	18	4	1	±5	1.3	±0.1	
USAFR	99	±1	76	21	3	1	±5	1.3	±0.1	
Enlisted	99	±1	69	23	6	2	±3	1.4	±0.1	
E1 – E4	99	±1	69	23	6	2	±4	1.4	±0.1	
E5 – E9	100	±1	70	22	6	2	±3	1.4	±0.1	
Officers	99	±1	76	20	3	1	±2	1.3	±0.1	
BLACK	98	±1	64	25	9	3	±3	1.5	±0.1	
ARNG	99	±1	62	25	9	4	±5	1.6	±0.1	
USAR	98	±2	63	25	10	3	±4	1.5	±0.1	
USNR	99	±1	64	29	5	2	±5	1.4	±0.1	
USMCR	100	±0	65	24	9	2	±8	1.5	±0.2	
ANG	99	±1	70	22	5	3	±3	1.4	±0.1	
USAFR	99	±1	72	20	6	2	±3	1.4	±0.1	
Enlisted	98	±1	63	25	9	3	±3	1.5	±0.1	
E1 – E4	98	±2	65	23	9	3	±5	1.5	±0.1	
E5 – E9	99	±1	62	26	9	3	±3	1.5	±0.1	
Officers	99	±1	72	22	5	2	±3	1.4	±0.1	

Note. Percent responding are Reserve component members who answered the question.

50b. Continued	Percent Responding		Percentages				Max ME	Average Amount of Time		
			1	2	3	4				
HISPANIC	99	±1	63	24	9	4	±3	1.5	±0.1	
ARNG	99	±2	56	25	13	5	±6	1.7	±0.2	
USAR	99	±1	63	26	7	4	±6	1.5	±0.1	
USNR	100	±1	75	17	7	1	±6	1.3	±0.1	
USMCR	99	±1	61	23	9	6	±8	1.6	±0.2	
ANG	100	±1	67	27	4	2	±10	1.4	±0.1	
USAFR	99	±1	75	18	5	1	±8	1.3	±0.2	
Enlisted	99	±1	62	25	10	4	±4	1.6	±0.1	
E1 – E4	99	±1	60	23	11	6	±6	1.6	±0.1	
E5 – E9	99	±1	63	26	9	2	±5	1.5	±0.1	
Officers	100	±1	75	20	4	1	±4	1.3	±0.1	
AIAN	100	±1	67	24	4	4	±10	1.5	±0.2	
ARNG	100	±1	73	18	3	NR	±14	1.4	±0.3	
USAR	100	±1	NR	NR	4	3	±8	1.6	±0.3	
USNR	99	±1	NR	NR	NR	1	±2	1.5	±0.3	
ANG	100	±0	85	NR	3	1	±17	1.2	±0.2	
USAFR	99	±2	72	18	5	5	±13	1.4	±0.3	
Enlisted	100	±1	68	24	4	4	±11	1.4	±0.2	
Officers	100	±1	59	29	8	4	±17	1.6	±0.3	
ASIAN	98	±2	62	28	8	2	±5	1.5	±0.1	
ARNG	97	±5	61	27	9	2	±10	1.5	±0.2	
USAR	99	±1	59	30	8	2	±7	1.5	±0.1	
USNR	100	±1	64	28	6	2	±10	1.5	±0.2	
USMCR	99	±2	46	30	22	2	±18	1.8	±0.3	
ANG	99	±1	64	28	6	2	±5	1.5	±0.1	
USAFR	100	±1	74	22	3	1	±14	1.3	±0.2	
Enlisted	98	±2	61	28	9	2	±5	1.5	±0.1	
Officers	99	±1	68	25	6	2	±5	1.4	±0.1	
NHPI	99	±2	68	25	6	2	±9	1.4	±0.1	
ARNG	99	±2	81	16	2	0	±15	1.2	±0.2	
USAR	97	±6	48	36	13	4	±6	1.7	±0.1	
USNR	100	±0	NR	NR	1	NR	±5	1.6	±0.4	
ANG	99	±1	80	16	3	0	±13	1.2	±0.2	
USAFR	98	±2	63	30	5	NR	±11	1.4	±0.2	
Enlisted	98	±2	67	26	6	2	±10	1.4	±0.2	
Officers	99	±2	77	20	2	1	±16	1.3	±0.2	
TWO OR MORE RACES	98	±3	71	20	8	2	±9	1.4	±0.2	
ARNG	100	±1	76	16	6	2	±15	1.3	±0.2	
USAR	94	±11	NR	NR	NR	1	±2	1.6	±0.4	
USNR	97	±3	68	20	9	3	±13	1.5	±0.2	
USMCR	100	±0	NR	15	NR	3	±17	1.3	±0.3	
ANG	99	±2	NR	10	NR	2	±6	1.4	±0.4	
USAFR	100	±1	NR	NR	2	2	±3	1.4	±0.2	
Enlisted	98	±3	70	19	9	2	±10	1.4	±0.2	
Officers	100	±1	76	21	2	0	±10	1.3	±0.1	
USCGR	100	±1	75	20	4	1	±4	1.3	±0.1	
White	100	±1	74	21	3	2	±4	1.3	±0.1	
Black	98	±5	66	18	16	NR	±15	1.5	±0.3	
Hispanic	100	±0	78	17	3	2	±10	1.3	±0.2	
Other Race/Ethnicity	100	±1	85	12	3	0	±7	1.2	±0.1	
Enlisted	99	±1	75	20	4	2	±4	1.3	±0.1	
E1 – E4	100	±1	74	19	4	3	±7	1.4	±0.2	
E5 – E9	99	±1	75	20	4	1	±5	1.3	±0.1	
Officers	100	±0	78	19	2	1	±6	1.3	±0.1	

NR: Not reportable

**50. How much of the time during the past 4 weeks have you had any of the following problems with your work or other regular daily activities as a result of your physical health?**
















































**c. Were limited in the kind of work or other activities you do**

1. Little or none of the time

2. Some of the time

3. A good bit of the time

4. All or most of the time

	Percent Responding		Percentages				Max ME	Average Amount of Time		
			1	2	3	4				
TOTAL DOD	99	±1	72	20	6	2	±2	1.4	±0.1	
ARNG	99	±1	69	22	7	3	±3	1.4	±0.1	
USAR	99	±1	68	22	7	3	±3	1.4	±0.1	
USNR	99	±1	76	19	5	1	±3	1.3	±0.1	
USMCR	99	±1	69	20	7	3	±5	1.5	±0.1	
ANG	100	±1	80	14	5	1	±4	1.3	±0.1	
USAFR	99	±1	79	15	4	1	±4	1.3	±0.1	
Enlisted	99	±1	70	20	7	3	±2	1.4	±0.1	
E1 – E4	99	±1	69	20	7	3	±3	1.4	±0.1	
E5 – E9	99	±1	71	20	6	2	±2	1.4	±0.1	
Officers	99	±1	79	17	3	1	±2	1.3	±0.1	
O1 – O3	99	±1	79	17	4	1	±3	1.3	±0.1	
O4 – O6	99	±1	80	16	3	1	±2	1.2	±0.1	
Male	99	±1	72	20	6	2	±2	1.4	±0.1	
Female	99	±1	70	19	7	4	±3	1.4	±0.1	
AGR/FTS/AR	99	±1	72	21	6	2	±4	1.4	±0.1	
Other Selected Reserve	99	±1	72	20	6	2	±2	1.4	±0.1	
Reserve Unit	99	±1	71	20	6	2	±2	1.4	±0.1	
Military Technician	99	±1	69	21	8	1	±5	1.4	±0.1	
IMA	99	±2	82	14	4	1	±5	1.2	±0.1	
Not Activated Past 12 Months	99	±1	72	20	6	2	±2	1.4	±0.1	
Activated Past 12 Months	99	±1	71	20	6	3	±4	1.4	±0.1	
Not Deployed Past 12 Months	99	±1	73	20	6	2	±2	1.4	±0.1	
Deployed Past 12 Months	99	±1	69	21	7	3	±3	1.5	±0.1	
Deployed OIF/OEF	100	±1	68	21	8	4	±4	1.5	±0.1	
WHITE	99	±1	74	18	5	2	±2	1.3	±0.1	
ARNG	99	±1	71	21	6	3	±3	1.4	±0.1	
USAR	100	±1	73	19	6	2	±4	1.4	±0.1	
USNR	99	±1	77	18	4	1	±5	1.3	±0.1	
USMCR	99	±2	72	19	7	3	±6	1.4	±0.1	
ANG	100	±1	82	13	5	1	±4	1.2	±0.1	
USAFR	99	±1	81	14	4	1	±5	1.3	±0.1	
Enlisted	99	±1	73	19	6	2	±2	1.4	±0.1	
E1 – E4	99	±1	73	19	6	3	±3	1.4	±0.1	
E5 – E9	100	±1	73	19	6	2	±3	1.4	±0.1	
Officers	99	±1	80	16	3	1	±2	1.2	±0.1	
BLACK	98	±1	67	23	7	3	±3	1.5	±0.1	
ARNG	98	±2	64	24	7	4	±5	1.5	±0.1	
USAR	98	±2	65	23	9	3	±4	1.5	±0.1	
USNR	99	±1	70	23	6	2	±4	1.4	±0.1	
USMCR	100	±1	66	23	9	3	±8	1.5	±0.2	
ANG	99	±1	74	19	4	3	±3	1.4	±0.1	
USAFR	99	±1	74	19	5	2	±3	1.3	±0.1	
Enlisted	98	±1	66	23	8	3	±3	1.5	±0.1	
E1 – E4	98	±2	66	22	8	4	±5	1.5	±0.1	
E5 – E9	99	±1	65	24	8	3	±3	1.5	±0.1	
Officers	99	±1	76	19	4	1	±3	1.3	±0.1	

Note. Percent responding are Reserve component members who answered the question.

50c. Continued	Percent Responding		Percentages				Max ME	Average Amount of Time		
			1	2	3	4				
HISPANIC	99	±1	64	23	9	4	±3	1.5	±0.1	
ARNG	98	±2	58	27	11	4	±6	1.6	±0.1	
USAR	100	±1	61	24	10	5	±6	1.6	±0.1	
USNR	100	±1	78	15	5	1	±6	1.3	±0.1	
USMCR	100	±1	68	17	9	6	±8	1.5	±0.2	
ANG	99	±1	73	21	5	1	±8	1.3	±0.1	
USAFR	99	±1	77	17	5	1	±9	1.3	±0.2	
Enlisted	99	±1	63	23	10	4	±4	1.5	±0.1	
E1 – E4	99	±1	60	23	12	5	±6	1.6	±0.1	
E5 – E9	99	±1	66	24	8	3	±5	1.5	±0.1	
Officers	99	±1	76	18	5	1	±4	1.3	±0.1	
AIAN	100	±1	66	25	5	4	±11	1.5	±0.2	
ARNG	100	±1	75	17	3	NR	±14	1.4	±0.3	
USAR	100	±1	NR	NR	2	3	±7	1.6	±0.3	
USNR	100	±1	NR	NR	NR	1	±2	NR		
ANG	100	±0	NR	NR	2	1	±3	NR		
USAFR	98	±2	NR	NR	8	2	±9	1.5	±0.2	
Enlisted	100	±1	67	24	5	4	±12	1.5	±0.2	
Officers	100	±1	61	31	3	5	±16	1.5	±0.2	
ASIAN	99	±1	62	28	7	3	±5	1.5	±0.1	
ARNG	99	±1	62	26	8	4	±10	1.5	±0.2	
USAR	99	±1	51	37	10	1	±9	1.6	±0.1	
USNR	98	±3	74	20	4	2	±6	1.3	±0.1	
USMCR	100	±0	47	44	5	4	±15	1.7	±0.2	
ANG	99	±1	70	24	6	0	±5	1.4	±0.1	
USAFR	100	±1	75	15	3	NR	±14	1.4	±0.4	
Enlisted	99	±1	60	29	7	3	±6	1.5	±0.1	
Officers	99	±2	69	24	5	2	±6	1.4	±0.1	
NHPI	99	±2	67	25	6	2	±9	1.4	±0.1	
ARNG	99	±2	78	19	3	0	±16	1.3	±0.2	
USAR	97	±6	50	36	11	4	±6	1.7	±0.1	
USNR	100	±0	NR	NR	6	NR	±13	1.7	±0.3	
ANG	100	±1	82	13	4	0	±12	1.2	±0.2	
USAFR	99	±2	67	23	8	NR	±11	1.4	±0.2	
Enlisted	98	±2	67	25	6	2	±10	1.4	±0.2	
Officers	100	±0	69	28	3	0	±18	1.3	±0.2	
TWO OR MORE RACES	98	±3	72	17	7	4	±9	1.4	±0.2	
ARNG	96	±7	75	17	NR	2	±15	1.3	±0.2	
USAR	100	±1	NR	NR	NR	NR		1.8	±0.5	
USNR	97	±3	70	20	6	4	±13	1.4	±0.2	
USMCR	99	±2	NR	12	3	NR	±17	1.3	±0.3	
ANG	99	±2	NR	7	NR	2	±4	1.4	±0.4	
USAFR	100	±0	81	NR	2	3	±18	1.3	±0.2	
Enlisted	98	±4	71	17	8	4	±10	1.5	±0.2	
Officers	99	±3	79	17	1	3	±10	1.3	±0.2	
USCGR	100	±1	80	15	4	1	±4	1.3	±0.1	
White	99	±1	81	14	4	2	±4	1.3	±0.1	
Black	100	±0	64	17	17	NR	±15	1.6	±0.3	
Hispanic	100	±0	75	21	3	1	±10	1.3	±0.2	
Other Race/Ethnicity	100	±1	85	11	4	0	±7	1.2	±0.1	
Enlisted	99	±1	79	14	5	2	±4	1.3	±0.1	
E1 – E4	100	±1	79	12	6	2	±7	1.3	±0.2	
E5 – E9	99	±1	79	16	4	1	±5	1.3	±0.1	
Officers	100	±0	80	16	3	1	±6	1.2	±0.1	

NR: Not reportable

50. How much of the time during the past 4 weeks have you had any of the following problems with your work or other regular daily activities as a result of your physical health?
















































d. Had difficulty performing the work or other activities you do (for example, it took extra effort)

1. Little or none of the time

2. Some of the time

3. A good bit of the time

4. All or most of the time

	Percent Responding		Percentages				Max ME	Average Amount of Time		
			1	2	3	4				
TOTAL DOD	99	±1	76	18	5	2	±2	1.3	±0.1	
ARNG	99	±1	73	18	6	2	±3	1.4	±0.1	
USAR	99	±1	72	21	5	2	±3	1.4	±0.1	
USNR	99	±1	79	17	4	1	±3	1.3	±0.1	
USMCR	99	±1	73	19	4	3	±5	1.4	±0.1	
ANG	100	±1	84	13	3	1	±3	1.2	±0.1	
USAFR	99	±1	82	14	2	1	±3	1.2	±0.1	
Enlisted	99	±1	74	18	5	2	±2	1.4	±0.1	
E1 – E4	99	±1	74	18	6	2	±3	1.4	±0.1	
E5 – E9	99	±1	75	18	5	2	±2	1.3	±0.1	
Officers	99	±1	82	15	3	1	±2	1.2	±0.1	
O1 – O3	99	±1	82	15	3	0	±3	1.2	±0.1	
O4 – O6	99	±1	82	15	2	1	±2	1.2	±0.1	
Male	99	±1	76	18	5	2	±2	1.3	±0.1	
Female	99	±1	75	17	5	3	±3	1.4	±0.1	
AGR/FTS/AR	100	±1	76	18	5	1	±4	1.3	±0.1	
Other Selected Reserve	99	±1	76	18	5	2	±2	1.3	±0.1	
Reserve Unit	99	±1	75	18	5	2	±2	1.3	±0.1	
Military Technician	99	±2	76	18	5	1	±5	1.3	±0.1	
IMA	99	±2	86	12	1	0	±4	1.2	±0.1	
Not Activated Past 12 Months	99	±1	76	18	4	2	±2	1.3	±0.1	
Activated Past 12 Months	99	±1	74	19	6	2	±3	1.4	±0.1	
Not Deployed Past 12 Months	99	±1	77	17	5	2	±2	1.3	±0.1	
Deployed Past 12 Months	100	±1	72	20	6	2	±3	1.4	±0.1	
Deployed OIF/OEF	100	±1	71	20	6	2	±3	1.4	±0.1	
WHITE	99	±1	78	17	4	1	±2	1.3	±0.1	
ARNG	99	±1	75	18	6	2	±3	1.3	±0.1	
USAR	100	±1	76	18	4	2	±4	1.3	±0.1	
USNR	99	±1	80	17	3	1	±5	1.2	±0.1	
USMCR	99	±2	75	19	3	3	±6	1.3	±0.1	
ANG	100	±1	85	12	2	0	±4	1.2	±0.1	
USAFR	100	±1	83	14	2	1	±5	1.2	±0.1	
Enlisted	99	±1	77	17	5	2	±2	1.3	±0.1	
E1 – E4	99	±1	77	16	5	2	±3	1.3	±0.1	
E5 – E9	99	±1	76	18	4	1	±3	1.3	±0.1	
Officers	100	±1	83	14	3	0	±2	1.2	±0.1	
BLACK	99	±1	72	19	6	2	±2	1.4	±0.1	
ARNG	98	±1	71	20	6	3	±4	1.4	±0.1	
USAR	99	±1	69	22	7	2	±4	1.4	±0.1	
USNR	99	±1	76	17	5	1	±3	1.3	±0.1	
USMCR	99	±2	75	17	5	2	±8	1.3	±0.1	
ANG	99	±1	80	15	3	2	±3	1.3	±0.1	
USAFR	99	±1	81	13	4	2	±3	1.3	±0.1	
Enlisted	99	±1	72	20	6	3	±3	1.4	±0.1	
E1 – E4	99	±1	72	20	5	2	±5	1.4	±0.1	
E5 – E9	99	±1	71	20	7	3	±3	1.4	±0.1	
Officers	99	±1	80	16	3	1	±3	1.3	±0.1	

Note. Percent responding are Reserve component members who answered the question.

























































50d. Continued	Percent Responding		Percentages				Max ME	Average Amount of Time		
			1	2	3	4				
HISPANIC	99	±1	70	20	7	3	±3	1.4	±0.1	
ARNG	99	±2	66	21	9	3	±6	1.5	±0.1	
USAR	100	±1	65	25	6	4	±6	1.5	±0.1	
USNR	100	±1	81	14	4	1	±6	1.3	±0.1	
USMCR	99	±1	69	19	7	6	±8	1.5	±0.2	
ANG	99	±1	78	18	3	1	±7	1.3	±0.1	
USAFR	99	±1	82	14	3	1	±7	1.2	±0.1	
Enlisted	99	±1	69	21	7	3	±4	1.4	±0.1	
E1 – E4	99	±1	64	23	8	5	±6	1.5	±0.1	
E5 – E9	99	±1	73	19	6	2	±4	1.4	±0.1	
Officers	99	±1	79	16	4	1	±4	1.3	±0.1	
AIAN	100	±1	68	24	4	4	±11	1.4	±0.2	
ARNG	100	±1	75	16	3	NR	±14	1.4	±0.3	
USAR	100	±1	NR	NR	7	2	±14	1.6	±0.3	
USNR	100	±0	NR	NR	2	1	±5	1.4	±0.3	
ANG	100	±0	NR	NR	2	1	±2	NR		
USAFR	99	±2	NR	NR	2	NR	±3	NR		
Enlisted	100	±1	69	23	4	4	±12	1.4	±0.2	
Officers	100	±1	62	27	2	NR	±17	1.6	±0.3	
ASIAN	99	±1	67	24	6	2	±4	1.4	±0.1	
ARNG	99	±1	65	23	8	4	±10	1.5	±0.2	
USAR	99	±1	64	26	8	2	±7	1.5	±0.1	
USNR	99	±1	73	21	4	2	±10	1.3	±0.2	
USMCR	100	±0	56	33	8	2	±17	1.6	±0.2	
ANG	99	±1	72	23	4	1	±5	1.3	±0.1	
USAFR	100	±1	79	18	2	0	±15	1.2	±0.2	
Enlisted	99	±1	66	25	7	2	±5	1.4	±0.1	
Officers	99	±1	73	19	6	2	±6	1.4	±0.1	
NHPI	99	±1	65	27	6	2	±11	1.4	±0.2	
ARNG	99	±2	NR	NR	3	0	±5	1.4	±0.3	
USAR	100	±1	54	31	11	4	±7	1.7	±0.1	
USNR	100	±0	NR	NR	NR	NR		1.7	±0.3	
ANG	98	±3	85	11	3	0	±11	1.2	±0.2	
USAFR	97	±4	71	21	6	2	±11	1.4	±0.2	
Enlisted	99	±1	64	29	6	2	±12	1.5	±0.2	
Officers	100	±0	80	17	2	0	±16	1.2	±0.2	
TWO OR MORE RACES	100	±1	75	14	7	4	±9	1.4	±0.2	
ARNG	100	±0	84	8	3	NR	±12	1.3	±0.3	
USAR	100	±1	NR	NR	NR	NR		1.8	±0.5	
USNR	97	±3	73	19	7	1	±13	1.4	±0.2	
USMCR	100	±0	NR	9	NR	1	±15	1.2	±0.2	
ANG	99	±2	NR	9	NR	1	±5	1.3	±0.4	
USAFR	100	±1	82	NR	1	1	±18	1.2	±0.2	
Enlisted	100	±1	74	13	8	5	±10	1.4	±0.2	
Officers	100	±1	81	18	1	0	±10	1.2	±0.1	
USCGR	99	±1	84	13	3	1	±3	1.2	±0.1	
White	99	±1	85	12	2	1	±4	1.2	±0.1	
Black	100	±0	74	14	11	NR	±15	1.4	±0.3	
Hispanic	99	±3	78	18	NR	2	±10	1.3	±0.2	
Other Race/Ethnicity	100	±0	85	12	3	0	±8	1.2	±0.1	
Enlisted	99	±1	84	13	3	1	±4	1.2	±0.1	
E1 – E4	99	±1	83	13	3	1	±7	1.2	±0.1	
E5 – E9	99	±1	84	12	3	1	±4	1.2	±0.1	
Officers	100	±0	86	12	1	1	±5	1.2	±0.1	

NR: Not reportable

50. Physical Health scale: Constructed from Q50. The Physical Health scale is designed to provide a self-assessment of general physical health.

	Percent Responding		Mean	Max ME	Physical Health
TOTAL DOD	100	±1	3.6	±0.1	
ARNG	99	±1	3.6	±0.1	
USAR	100	±1	3.6	±0.1	
USNR	99	±1	3.7	±0.1	
USMCR	99	±1	3.6	±0.1	
ANG	100	±1	3.8	±0.1	
USAFR	100	±1	3.7	±0.1	
Enlisted	99	±1	3.6	±0.1	
E1 – E4	99	±1	3.6	±0.1	
E5 – E9	100	±1	3.6	±0.1	
Officers	100	±1	3.8	±0.1	
O1 – O3	100	±1	3.7	±0.1	
O4 – O6	100	±1	3.8	±0.1	
Male	100	±1	3.6	±0.1	
Female	99	±1	3.6	±0.1	
AGR/FTS/AR	100	±1	3.6	±0.1	
Other Selected Reserve	99	±1	3.6	±0.1	
Reserve Unit	100	±1	3.6	±0.1	
Military Technician	99	±1	3.6	±0.1	
IMA	99	±2	3.8	±0.1	
Not Activated Past 12 Months	99	±1	3.6	±0.1	
Activated Past 12 Months	100	±1	3.6	±0.1	
Not Deployed Past 12 Months	99	±1	3.7	±0.1	
Deployed Past 12 Months	100	±1	3.6	±0.1	
Deployed OIF/OEF	100	±1	3.6	±0.1	
WHITE	100	±1	3.7	±0.1	
ARNG	100	±1	3.6	±0.1	
USAR	100	±1	3.7	±0.1	
USNR	99	±1	3.7	±0.1	
USMCR	99	±2	3.6	±0.1	
ANG	100	±1	3.8	±0.1	
USAFR	100	±1	3.8	±0.1	
Enlisted	100	±1	3.7	±0.1	
E1 – E4	99	±1	3.6	±0.1	
E5 – E9	100	±1	3.7	±0.1	
Officers	100	±1	3.8	±0.1	
BLACK	99	±1	3.6	±0.1	
ARNG	99	±1	3.5	±0.1	
USAR	99	±1	3.5	±0.1	
USNR	99	±1	3.6	±0.1	
USMCR	100	±0	3.6	±0.1	
ANG	100	±1	3.7	±0.1	
USAFR	99	±1	3.7	±0.1	
Enlisted	99	±1	3.5	±0.1	
E1 – E4	99	±1	3.6	±0.1	
E5 – E9	99	±1	3.5	±0.1	
Officers	99	±1	3.7	±0.1	

Note. Percent responding are Reserve component members who answered the question. The scale ranges from 1 to 4. A higher score indicates more positive perceptions of general physical health. Cronbach's coefficient alpha = 0.91.

50. Continued	Percent Responding		Mean	Max ME	Physical Health
HISPANIC	99	±1	3.5	±0.1	
ARNG	99	±2	3.4	±0.1	
USAR	100	±1	3.5	±0.1	
USNR	100	±0	3.7	±0.1	
USMCR	100	±1	3.5	±0.2	
ANG	100	±1	3.7	±0.1	
USAFR	99	±1	3.7	±0.1	
Enlisted	99	±1	3.5	±0.1	
E1 – E4	99	±1	3.4	±0.1	
E5 – E9	99	±1	3.6	±0.1	
Officers	100	±1	3.7	±0.1	
AIAN	100	±1	3.6	±0.2	
ARNG	100	±1	3.6	±0.3	
USAR	100	±1	3.4	±0.3	
USNR	100	±0	3.5	±0.3	
ANG	100	±0	3.8	±0.2	
USAFR	99	±2	3.5	±0.2	
Enlisted	100	±1	3.6	±0.2	
Officers	100	±1	3.5	±0.2	
ASIAN	99	±1	3.5	±0.1	
ARNG	99	±1	3.5	±0.2	
USAR	99	±1	3.5	±0.1	
USNR	100	±1	3.6	±0.1	
USMCR	100	±0	3.3	±0.2	
ANG	99	±1	3.6	±0.1	
USAFR	100	±1	3.7	±0.2	
Enlisted	99	±1	3.5	±0.1	
Officers	99	±1	3.6	±0.1	
NHPI	99	±2	3.6	±0.1	
ARNG	99	±2	3.7	±0.2	
USAR	97	±6	3.3	±0.1	
USNR	100	±0	3.3	±0.3	
ANG	100	±1	3.8	±0.2	
USAFR	99	±2	3.6	±0.2	
Enlisted	98	±2	3.6	±0.1	
Officers	100	±0	3.7	±0.2	
TWO OR MORE RACES	100	±1	3.6	±0.2	
ARNG	100	±0	3.7	±0.2	
USAR	100	±1	3.3	±0.4	
USNR	97	±3	3.6	±0.2	
USMCR	100	±0	3.7	±0.3	
ANG	99	±2	3.6	±0.4	
USAFR	100	±1	3.7	±0.2	
Enlisted	100	±1	3.6	±0.2	
Officers	100	±1	3.7	±0.1	
USCGR	100	±1	3.7	±0.1	
White	100	±1	3.8	±0.1	
Black	100	±0	3.5	±0.3	
Hispanic	100	±0	3.7	±0.2	
Other Race/Ethnicity	100	±0	3.8	±0.1	
Enlisted	100	±1	3.7	±0.1	
E1 – E4	100	±1	3.7	±0.1	
E5 – E9	99	±1	3.8	±0.1	
Officers	100	±0	3.8	±0.1	

## 51. Overall, how would you rate...

## a. The current level of stress in your military life?

1. Much less than usual

2. Less than usual

3. About the same as usual

4. More than usual

5. Much more than usual

	Percent Responding		Percentages					Max ME	Average Level of Stress		
			1	2	3	4	5				
TOTAL DOD	100	±1	9	13	47	23	7	±2	3.1	±0.1	
ARNG	100	±1	10	13	46	23	8	±3	3.1	±0.1	
USAR	100	±1	9	13	46	24	8	±3	3.1	±0.1	
USNR	100	±1	10	14	52	21	4	±4	3.0	±0.1	
USMCR	100	±1	7	14	48	23	8	±5	3.1	±0.1	
ANG	100	±1	10	14	52	19	5	±4	2.9	±0.1	
USAFR	100	±1	11	13	46	23	6	±4	3.0	±0.1	
Enlisted	100	±1	10	14	47	22	7	±2	3.0	±0.1	
E1 – E4	100	±1	13	15	46	19	8	±3	2.9	±0.1	
E5 – E9	100	±1	8	13	49	24	7	±3	3.1	±0.1	
Officers	100	±1	5	11	47	29	8	±2	3.2	±0.1	
O1 – O3	100	±1	5	10	47	29	8	±3	3.2	±0.1	
O4 – O6	100	±1	5	11	48	28	8	±3	3.2	±0.1	
Male	100	±1	9	13	48	22	7	±2	3.0	±0.1	
Female	100	±1	10	13	44	24	9	±3	3.1	±0.1	
AGR/FTS/AR	100	±1	7	11	44	27	12	±4	3.3	±0.1	
Other Selected Reserve	100	±1	10	13	48	22	7	±2	3.0	±0.1	
Reserve Unit	100	±1	10	13	48	23	7	±2	3.0	±0.1	
Military Technician	99	±1	8	11	51	23	8	±5	3.1	±0.1	
IMA	100	±1	10	14	55	16	5	±6	2.9	±0.2	
Not Activated Past 12 Months	100	±1	10	13	49	22	6	±2	3.0	±0.1	
Activated Past 12 Months	100	±1	9	13	46	24	9	±4	3.1	±0.1	
Not Deployed Past 12 Months	100	±1	10	14	49	21	6	±2	3.0	±0.1	
Deployed Past 12 Months	100	±1	9	12	42	27	10	±3	3.2	±0.1	
Deployed OIF/OEF	100	±1	9	12	42	27	11	±4	3.2	±0.1	
WHITE	100	±1	8	12	49	24	7	±2	3.1	±0.1	
ARNG	100	±1	8	12	47	25	8	±3	3.1	±0.1	
USAR	100	±0	7	11	48	27	7	±5	3.2	±0.1	
USNR	100	±1	6	11	56	22	5	±5	3.1	±0.1	
USMCR	100	±1	6	13	51	24	7	±6	3.1	±0.2	
ANG	100	±1	9	13	54	19	5	±5	3.0	±0.1	
USAFR	100	±0	11	11	46	25	6	±6	3.0	±0.2	
Enlisted	100	±1	9	12	49	23	7	±3	3.1	±0.1	
E1 – E4	100	±1	12	14	47	20	8	±4	3.0	±0.1	
E5 – E9	100	±1	7	11	51	25	6	±3	3.1	±0.1	
Officers	100	±1	4	10	47	30	9	±3	3.3	±0.1	
BLACK	99	±1	15	16	42	19	7	±3	2.9	±0.1	
ARNG	99	±1	16	13	42	21	7	±5	2.9	±0.1	
USAR	99	±1	13	18	41	19	9	±4	2.9	±0.1	
USNR	99	±1	18	20	44	14	4	±4	2.7	±0.1	
USMCR	100	±1	10	23	38	22	7	±10	2.9	±0.2	
ANG	100	±1	15	18	44	18	4	±4	2.8	±0.1	
USAFR	99	±1	15	16	46	17	5	±3	2.8	±0.1	
Enlisted	99	±1	16	16	42	19	7	±3	2.9	±0.1	
E1 – E4	99	±1	20	16	39	19	7	±5	2.8	±0.1	
E5 – E9	99	±1	13	17	44	19	8	±3	2.9	±0.1	
Officers	99	±1	9	13	50	22	7	±3	3.1	±0.1	

Note. Percent responding are Reserve component members who answered the question.

51a. Continued	Percent Responding		Percentages					Max ME	Average Level of Stress		
			1	2	3	4	5				
HISPANIC	100	±1	12	17	43	19	9	±3	3.0	±0.1	
ARNG	100	±1	15	16	42	18	10	±6	2.9	±0.2	
USAR	100	±1	11	15	42	21	11	±6	3.1	±0.2	
USNR	100	±1	12	18	47	20	3	±8	2.8	±0.2	
USMCR	100	±1	8	18	46	19	9	±8	3.0	±0.2	
ANG	99	±1	13	20	46	15	6	±9	2.8	±0.2	
USAFR	100	±1	9	20	44	21	6	±9	2.9	±0.2	
Enlisted	100	±1	13	17	43	19	9	±4	2.9	±0.1	
E1 – E4	100	±1	16	17	43	15	9	±6	2.8	±0.2	
E5 – E9	100	±1	10	17	43	22	9	±5	3.0	±0.1	
Officers	99	±2	7	14	47	25	8	±5	3.1	±0.1	
AIAN	100	±1	4	16	46	22	11	±11	3.2	±0.2	
ARNG	100	±1	4	18	52	9	16	±17	3.2	±0.4	
USAR	100	±1	4	NR	NR	NR	6	±7	3.1	±0.5	
USNR	100	±0	4	11	NR	NR	5	±9	3.3	±0.3	
ANG	100	±1	5	5	NR	NR	4	±6	3.4	±0.4	
USAFR	99	±2	6	7	66	19	2	±14	3.0	±0.2	
Enlisted	100	±1	4	17	46	21	11	±12	3.2	±0.3	
Officers	100	±0	5	9	46	28	12	±16	3.3	±0.3	
ASIAN	100	±1	7	13	47	22	10	±5	3.1	±0.1	
ARNG	100	±1	4	9	51	23	13	±11	3.3	±0.2	
USAR	99	±1	6	13	47	25	10	±8	3.2	±0.2	
USNR	100	±1	18	17	38	23	4	±12	2.8	±0.3	
USMCR	100	±1	3	15	44	26	NR	±16	3.3	±0.3	
ANG	100	±0	8	15	49	23	5	±5	3.0	±0.1	
USAFR	100	±1	5	20	49	12	NR	±14	3.1	±0.3	
Enlisted	100	±1	8	14	48	21	10	±6	3.1	±0.1	
Officers	99	±1	3	11	45	29	12	±6	3.4	±0.1	
NHPI	100	±1	9	18	48	20	6	±11	2.9	±0.2	
ARNG	100	±0	4	16	NR	NR	5	±16	3.0	±0.3	
USAR	99	±2	11	19	39	26	6	±7	3.0	±0.2	
USNR	100	±0	NR	NR	NR	6	1	±11	2.2	±0.3	
ANG	100	±0	13	11	NR	14	5	±11	2.9	±0.2	
USAFR	99	±1	16	12	40	19	12	±11	3.0	±0.3	
Enlisted	100	±1	9	18	47	20	6	±12	2.9	±0.2	
Officers	100	±0	NR	15	NR	19	4	±17	2.9	±0.3	
TWO OR MORE RACES	100	±1	6	9	55	23	7	±9	3.2	±0.2	
ARNG	100	±1	4	4	56	28	8	±16	3.3	±0.3	
USAR	100	±0	7	NR	NR	18	3	±16	3.0	±0.3	
USNR	98	±3	13	8	59	13	7	±14	3.0	±0.2	
USMCR	100	±0	NR	4	NR	11	NR	±13	NR		
ANG	99	±2	8	NR	NR	19	4	±14	2.9	±0.3	
USAFR	100	±0	4	7	NR	NR	NR	±5	3.3	±0.3	
Enlisted	100	±1	6	8	58	20	8	±10	3.2	±0.2	
Officers	100	±1	9	10	38	39	4	±14	3.2	±0.3	
USCGR	100	±0	10	16	53	18	3	±4	2.9	±0.1	
White	100	±0	9	16	54	19	3	±5	2.9	±0.1	
Black	100	±0	16	15	56	11	NR	±15	2.7	±0.3	
Hispanic	100	±0	10	17	55	13	4	±11	2.8	±0.2	
Other Race/Ethnicity	100	±0	15	17	40	26	2	±9	2.8	±0.2	
Enlisted	100	±0	10	17	54	17	3	±5	2.8	±0.1	
E1 – E4	100	±0	12	18	50	19	2	±8	2.8	±0.2	
E5 – E9	100	±0	9	16	58	15	3	±5	2.9	±0.1	
Officers	100	±0	9	12	49	27	3	±7	3.0	±0.2	

NR: Not reportable

## 51. Overall, how would you rate...

## b. The current level of stress in your personal life?

1. Much less than usual

2. Less than usual

3. About the same as usual

4. More than usual

5. Much more than usual

	Percent Responding		Percentages					Max ME	Average Level of Stress		
			1	2	3	4	5				
TOTAL DOD	100	±1	8	11	42	28	11	±2	3.2	±0.1	
ARNG	100	±1	8	11	42	26	13	±3	3.2	±0.1	
USAR	100	±1	7	12	39	29	12	±3	3.3	±0.1	
USNR	100	±1	8	11	41	31	8	±4	3.2	±0.1	
USMCR	99	±1	5	11	40	31	13	±5	3.3	±0.1	
ANG	100	±1	8	11	48	27	7	±4	3.1	±0.1	
USAFR	100	±1	9	10	45	28	7	±4	3.1	±0.1	
Enlisted	100	±1	8	12	42	27	11	±2	3.2	±0.1	
E1 – E4	100	±1	10	11	39	27	13	±3	3.2	±0.1	
E5 – E9	100	±1	8	12	44	27	9	±2	3.2	±0.1	
Officers	100	±1	4	9	44	32	11	±2	3.4	±0.1	
O1 – O3	100	±1	4	8	43	33	11	±3	3.4	±0.1	
O4 – O6	100	±1	4	8	46	32	11	±3	3.4	±0.1	
Male	100	±1	8	11	43	28	10	±2	3.2	±0.1	
Female	100	±1	8	11	38	29	13	±3	3.3	±0.1	
AGR/FTS/AR	100	±1	7	14	46	23	9	±4	3.1	±0.1	
Other Selected Reserve	100	±1	8	11	42	28	11	±2	3.2	±0.1	
Reserve Unit	100	±1	8	11	42	28	11	±2	3.2	±0.1	
Military Technician	100	±1	10	11	46	24	9	±5	3.1	±0.1	
IMA	100	±1	5	10	50	25	9	±5	3.2	±0.1	
Not Activated Past 12 Months	100	±1	8	11	43	28	10	±2	3.2	±0.1	
Activated Past 12 Months	100	±1	7	10	41	30	13	±4	3.3	±0.1	
Not Deployed Past 12 Months	100	±1	7	11	43	28	10	±2	3.2	±0.1	
Deployed Past 12 Months	100	±1	9	11	39	28	12	±3	3.2	±0.1	
Deployed OIF/OEF	100	±1	9	12	37	29	13	±4	3.2	±0.1	
WHITE	100	±1	6	10	43	29	11	±2	3.3	±0.1	
ARNG	100	±1	6	10	43	27	13	±3	3.3	±0.1	
USAR	100	±1	5	10	41	32	12	±5	3.4	±0.1	
USNR	100	±1	6	8	43	34	8	±5	3.3	±0.1	
USMCR	99	±2	5	11	40	32	13	±6	3.4	±0.2	
ANG	100	±0	7	10	49	28	7	±5	3.2	±0.1	
USAFR	100	±0	9	9	43	31	7	±6	3.2	±0.2	
Enlisted	100	±1	7	10	43	29	11	±3	3.3	±0.1	
E1 – E4	99	±1	8	11	40	28	13	±4	3.3	±0.1	
E5 – E9	100	±1	6	10	45	29	10	±3	3.3	±0.1	
Officers	100	±1	3	8	44	33	12	±3	3.4	±0.1	
BLACK	100	±1	14	15	39	22	10	±3	3.0	±0.1	
ARNG	100	±1	15	14	38	24	9	±4	3.0	±0.1	
USAR	99	±1	12	18	37	21	11	±4	3.0	±0.1	
USNR	100	±1	16	15	40	21	8	±4	2.9	±0.2	
USMCR	99	±1	7	14	40	25	14	±9	3.3	±0.2	
ANG	100	±1	14	15	44	20	7	±4	2.9	±0.1	
USAFR	99	±1	13	14	44	22	7	±3	3.0	±0.1	
Enlisted	100	±1	14	16	38	22	10	±3	3.0	±0.1	
E1 – E4	100	±1	15	13	35	24	12	±5	3.0	±0.2	
E5 – E9	100	±1	14	17	40	21	9	±3	2.9	±0.1	
Officers	99	±1	8	13	47	24	8	±3	3.1	±0.1	

Note. Percent responding are Reserve component members who answered the question.

51b. Continued	Percent Responding		Percentages					Max ME	Average Level of Stress		
			1	2	3	4	5				
HISPANIC	100	±1	11	13	38	26	11	±3	3.1	±0.1	
ARNG	99	±1	13	15	36	24	12	±6	3.1	±0.2	
USAR	100	±1	11	11	37	29	12	±6	3.2	±0.2	
USNR	100	±1	9	13	40	30	8	±8	3.1	±0.2	
USMCR	100	±1	8	12	41	27	11	±8	3.2	±0.2	
ANG	100	±1	12	14	42	24	8	±8	3.0	±0.2	
USAFR	100	±1	11	12	46	25	6	±9	3.0	±0.2	
Enlisted	100	±1	12	14	38	26	11	±4	3.1	±0.1	
E1 – E4	100	±1	15	11	35	26	13	±5	3.1	±0.2	
E5 – E9	99	±1	9	15	40	26	9	±4	3.1	±0.1	
Officers	100	±1	7	9	43	31	10	±5	3.3	±0.1	
AIAN	100	±1	3	17	41	30	10	±11	3.3	±0.2	
ARNG	100	±0	3	17	46	23	11	±16	3.2	±0.3	
USAR	100	±1	3	NR	23	NR	10	±18	3.4	±0.5	
USNR	100	±1	2	NR	NR	22	7	±17	2.9	±0.5	
ANG	100	±1	3	4	NR	NR	3	±5	3.3	±0.4	
USAFR	100	±1	5	8	NR	17	NR	±9	3.3	±0.4	
Enlisted	100	±1	3	17	41	29	9	±12	3.2	±0.2	
Officers	100	±0	6	7	37	34	15	±15	3.5	±0.3	
ASIAN	100	±1	6	15	44	22	12	±5	3.2	±0.1	
ARNG	100	±1	4	12	46	20	18	±12	3.4	±0.3	
USAR	99	±1	6	16	45	23	10	±8	3.2	±0.1	
USNR	100	±1	13	19	39	19	10	±12	2.9	±0.3	
USMCR	100	±0	2	5	39	39	14	±16	3.6	±0.3	
ANG	100	±1	7	16	46	25	6	±5	3.0	±0.1	
USAFR	100	±0	6	23	48	17	6	±18	2.9	±0.2	
Enlisted	100	±1	7	15	45	21	12	±6	3.2	±0.2	
Officers	99	±2	3	14	44	28	11	±5	3.3	±0.1	
NHPI	100	±1	8	16	48	20	7	±11	3.0	±0.2	
ARNG	100	±0	4	13	NR	NR	6	±16	3.1	±0.3	
USAR	99	±1	9	17	36	25	13	±8	3.2	±0.2	
USNR	100	±0	6	NR	NR	NR	NR	±11	2.6	±0.5	
ANG	100	±0	14	14	NR	14	4	±11	2.8	±0.2	
USAFR	99	±1	17	12	43	22	5	±11	2.9	±0.3	
Enlisted	100	±1	8	17	47	19	8	±12	3.0	±0.2	
Officers	100	±0	NR	10	NR	27	3	±18	3.0	±0.4	
TWO OR MORE RACES	100	±1	4	10	42	32	13	±9	3.4	±0.2	
ARNG	100	±0	4	NR	48	32	11	±16	3.4	±0.3	
USAR	100	±0	2	NR	NR	NR	NR	±6	3.6	±0.5	
USNR	98	±3	6	12	34	NR	9	±14	3.3	±0.3	
USMCR	100	±0	1	NR	NR	12	NR	±12	NR		
ANG	99	±2	4	NR	31	NR	NR	±15	3.3	±0.5	
USAFR	100	±0	4	5	NR	20	NR	±15	3.3	±0.3	
Enlisted	100	±1	3	10	42	31	14	±10	3.4	±0.2	
Officers	100	±1	6	7	41	39	7	±12	3.3	±0.2	
USCGR	100	±1	7	10	48	26	9	±4	3.2	±0.1	
White	100	±1	6	9	49	27	10	±5	3.3	±0.1	
Black	100	±0	3	18	48	22	8	±15	3.1	±0.3	
Hispanic	100	±0	11	12	43	26	8	±11	3.1	±0.3	
Other Race/Ethnicity	100	±0	14	17	47	13	9	±9	2.9	±0.2	
Enlisted	100	±1	6	11	48	26	9	±5	3.2	±0.1	
E1 – E4	100	±0	8	13	45	24	10	±8	3.2	±0.2	
E5 – E9	100	±1	5	9	51	27	7	±5	3.2	±0.1	
Officers	100	±0	7	7	48	24	13	±7	3.3	±0.2	

NR: Not reportable

## 52. In the past month, how often have you...

## a. Been upset because of something that happened unexpectedly?

1. Never  
4. Fairly often

2. Almost never  
5. Very often

3. Sometimes

	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
TOTAL DOD	100	±1	10	30	45	11	4	±2	2.7	±0.1	
ARNG	100	±1	10	26	47	12	6	±3	2.8	±0.1	
USAR	100	±1	10	28	45	13	4	±3	2.7	±0.1	
USNR	100	±1	11	32	47	8	2	±4	2.6	±0.1	
USMCR	99	±1	12	27	43	13	5	±5	2.7	±0.1	
ANG	100	±1	11	39	42	7	2	±4	2.5	±0.1	
USAFR	100	±1	11	36	45	6	1	±4	2.5	±0.1	
Enlisted	100	±1	10	29	45	11	4	±2	2.7	±0.1	
E1 – E4	100	±1	13	26	42	13	6	±3	2.7	±0.1	
E5 – E9	100	±1	8	31	47	10	4	±2	2.7	±0.1	
Officers	100	±1	10	34	46	8	2	±2	2.6	±0.1	
O1 – O3	100	±1	11	33	46	9	2	±3	2.6	±0.1	
O4 – O6	100	±1	9	35	47	7	2	±3	2.6	±0.1	
Male	100	±1	11	30	45	10	4	±2	2.7	±0.1	
Female	100	±1	9	26	47	13	5	±3	2.8	±0.1	
AGR/FTS/AR	100	±1	6	28	51	10	5	±4	2.8	±0.1	
Other Selected Reserve	100	±1	11	30	45	11	4	±2	2.7	±0.1	
Reserve Unit	100	±1	11	29	45	11	4	±2	2.7	±0.1	
Military Technician	100	±1	9	30	45	12	3	±5	2.7	±0.1	
IMA	99	±1	12	39	41	5	3	±6	2.5	±0.1	
Not Activated Past 12 Months	100	±1	10	30	46	10	4	±2	2.7	±0.1	
Activated Past 12 Months	100	±1	10	28	45	12	5	±4	2.7	±0.1	
Not Deployed Past 12 Months	100	±1	10	30	46	10	4	±2	2.7	±0.1	
Deployed Past 12 Months	100	±1	10	27	45	13	5	±3	2.8	±0.1	
Deployed OIF/OEF	100	±1	11	26	44	13	6	±4	2.8	±0.1	
WHITE	100	±1	11	31	45	10	3	±2	2.6	±0.1	
ARNG	100	±1	10	27	47	11	5	±3	2.8	±0.1	
USAR	100	±1	11	30	43	14	3	±5	2.7	±0.1	
USNR	100	±1	11	35	45	8	1	±5	2.5	±0.1	
USMCR	99	±2	14	27	44	12	3	±6	2.7	±0.2	
ANG	100	±0	11	41	40	6	2	±5	2.5	±0.1	
USAFR	100	±1	12	36	45	6	1	±6	2.5	±0.1	
Enlisted	100	±1	11	30	44	11	4	±3	2.7	±0.1	
E1 – E4	100	±1	14	28	41	12	5	±4	2.6	±0.1	
E5 – E9	100	±1	8	32	47	10	3	±3	2.7	±0.1	
Officers	100	±1	10	36	45	8	2	±3	2.6	±0.1	
BLACK	100	±1	9	25	48	12	6	±3	2.8	±0.1	
ARNG	99	±1	10	22	48	13	8	±5	2.9	±0.1	
USAR	100	±1	9	26	47	14	5	±4	2.8	±0.1	
USNR	100	±1	10	27	50	9	4	±4	2.7	±0.1	
USMCR	100	±1	6	29	40	18	7	±9	2.9	±0.2	
ANG	100	±1	11	30	48	7	4	±4	2.6	±0.1	
USAFR	100	±1	12	31	48	6	3	±3	2.6	±0.1	
Enlisted	100	±1	9	25	48	12	6	±3	2.8	±0.1	
E1 – E4	100	±1	11	20	44	16	8	±5	2.9	±0.1	
E5 – E9	100	±1	8	28	50	10	4	±3	2.7	±0.1	
Officers	100	±1	10	32	47	8	3	±3	2.6	±0.1	

Note. Percent responding are Reserve component members who answered the question.



2007 Workplace and Equal Opportunity Survey of Reserve Component Members

52a. Continued	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
HISPANIC	100	±1	10	28	45	11	6	±3	2.7	±0.1	
ARNG	99	±2	12	28	42	12	7	±6	2.7	±0.2	
USAR	100	±1	8	24	46	13	8	±6	2.9	±0.2	
USNR	100	±1	14	29	48	7	2	±8	2.5	±0.2	
USMCR	100	±0	8	30	42	11	9	±8	2.8	±0.2	
ANG	100	±1	11	27	50	10	2	±8	2.7	±0.2	
USAFR	100	±1	8	38	46	6	2	±9	2.5	±0.1	
Enlisted	100	±1	10	28	44	11	6	±4	2.8	±0.1	
E1 – E4	100	±0	12	26	42	12	8	±6	2.8	±0.2	
E5 – E9	99	±2	9	29	46	11	5	±5	2.7	±0.1	
Officers	100	±1	11	30	48	7	4	±5	2.6	±0.1	
AIAN	100	±1	8	30	44	13	5	±11	2.8	±0.2	
ARNG	100	±1	8	23	52	9	8	±15	2.9	±0.3	
USAR	100	±0	3	NR	NR	NR	4	±7	3.0	±0.5	
USNR	100	±0	NR	NR	27	4	3	±16	2.3	±0.3	
ANG	100	±0	3	NR	NR	4	2	±5	2.5	±0.4	
USAFR	100	±0	NR	34	39	5	1	±17	2.3	±0.4	
Enlisted	100	±1	6	31	45	13	6	±12	2.8	±0.3	
Officers	100	±0	NR	21	39	15	4	±14	2.6	±0.4	
ASIAN	100	±1	9	24	53	10	4	±5	2.8	±0.1	
ARNG	100	±1	9	25	46	14	6	±12	2.8	±0.2	
USAR	100	±1	7	21	58	10	4	±7	2.8	±0.1	
USNR	100	±1	11	20	62	5	2	±11	2.7	±0.2	
USMCR	100	±0	NR	20	41	18	NR	±15	2.9	±0.4	
ANG	100	±0	8	29	53	9	1	±5	2.7	±0.1	
USAFR	100	±0	8	34	53	3	2	±15	2.6	±0.2	
Enlisted	100	±0	9	23	53	11	4	±6	2.8	±0.1	
Officers	100	±1	6	30	52	8	4	±5	2.7	±0.1	
NHPI	100	±1	7	22	57	8	7	±10	2.9	±0.2	
ARNG	100	±0	2	7	74	7	10	±18	3.1	±0.2	
USAR	100	±1	9	15	55	12	9	±8	3.0	±0.2	
USNR	100	±0	3	NR	NR	6	NR	±13	2.4	±0.4	
ANG	100	±0	8	NR	NR	7	1	±9	2.5	±0.3	
USAFR	99	±1	15	40	40	3	1	±11	2.3	±0.2	
Enlisted	100	±1	6	21	57	8	7	±11	2.9	±0.2	
Officers	100	±0	NR	NR	NR	6	1	±6	2.6	±0.3	
TWO OR MORE RACES	100	±1	7	30	43	15	4	±9	2.8	±0.2	
ARNG	100	±0	5	23	43	24	6	±16	3.0	±0.3	
USAR	100	±0	NR	NR	NR	9	3	±12	2.7	±0.3	
USNR	98	±3	7	23	56	11	4	±15	2.8	±0.2	
USMCR	100	±0	5	NR	NR	12	NR	±15	NR		
ANG	99	±2	NR	NR	29	6	2	±16	2.3	±0.3	
USAFR	100	±0	5	NR	NR	9	1	±12	2.6	±0.3	
Enlisted	100	±1	7	30	42	16	5	±10	2.8	±0.2	
Officers	100	±1	8	31	50	9	1	±11	2.6	±0.2	
USCGR	100	±1	13	32	47	6	2	±4	2.5	±0.1	
White	100	±1	13	32	47	5	2	±5	2.5	±0.1	
Black	100	±0	11	37	44	6	3	±15	2.5	±0.3	
Hispanic	100	±0	12	30	52	5	2	±11	2.6	±0.2	
Other Race/Ethnicity	100	±0	12	34	41	11	1	±10	2.6	±0.2	
Enlisted	100	±1	14	32	48	5	2	±5	2.5	±0.1	
E1 – E4	100	±0	14	34	44	5	2	±8	2.5	±0.2	
E5 – E9	99	±1	13	30	50	6	1	±5	2.5	±0.1	
Officers	100	±0	10	35	45	8	2	±7	2.6	±0.2	

NR: Not reportable

## 52. In the past month, how often have you...

## b. Felt that you were unable to control the important things in your life?

1. Never  
4. Fairly often

2. Almost never  
5. Very often

3. Sometimes

	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
TOTAL DOD	100	±1	18	34	32	11	5	±2	2.5	±0.1	
ARNG	100	±1	18	32	31	13	6	±3	2.6	±0.1	
USAR	100	±1	14	32	35	12	6	±3	2.6	±0.1	
USNR	100	±1	19	36	33	10	3	±4	2.4	±0.1	
USMCR	99	±1	19	32	31	12	7	±5	2.6	±0.1	
ANG	99	±1	23	38	28	7	3	±4	2.3	±0.1	
USAFR	99	±1	23	41	29	6	2	±4	2.2	±0.1	
Enlisted	100	±1	19	33	32	11	6	±2	2.5	±0.1	
E1 – E4	100	±1	20	29	30	13	7	±3	2.6	±0.1	
E5 – E9	99	±1	18	35	33	10	4	±2	2.5	±0.1	
Officers	99	±1	17	40	30	9	3	±2	2.4	±0.1	
O1 – O3	100	±1	19	38	30	10	3	±3	2.4	±0.1	
O4 – O6	99	±1	16	41	31	9	3	±3	2.4	±0.1	
Male	100	±1	19	34	31	11	5	±2	2.5	±0.1	
Female	99	±1	16	31	35	11	7	±3	2.6	±0.1	
AGR/FTS/AR	99	±1	16	38	32	11	4	±4	2.5	±0.1	
Other Selected Reserve	100	±1	18	33	32	11	5	±2	2.5	±0.1	
Reserve Unit	100	±1	18	33	32	11	5	±2	2.5	±0.1	
Military Technician	100	±1	21	36	30	9	5	±5	2.4	±0.1	
IMA	99	±1	24	40	29	6	2	±6	2.2	±0.1	
Not Activated Past 12 Months	100	±1	18	36	32	10	5	±2	2.5	±0.1	
Activated Past 12 Months	99	±1	19	31	30	15	7	±4	2.6	±0.1	
Not Deployed Past 12 Months	100	±1	18	35	32	10	5	±2	2.5	±0.1	
Deployed Past 12 Months	99	±1	19	30	32	13	6	±3	2.6	±0.1	
Deployed OIF/OEF	99	±1	19	29	33	13	6	±4	2.6	±0.1	
WHITE	99	±1	18	35	31	11	5	±2	2.5	±0.1	
ARNG	100	±1	18	32	31	13	6	±3	2.6	±0.1	
USAR	100	±1	13	34	35	13	6	±5	2.6	±0.1	
USNR	99	±1	18	38	32	10	2	±5	2.4	±0.1	
USMCR	99	±2	20	32	29	12	7	±6	2.5	±0.2	
ANG	99	±2	24	38	28	7	3	±5	2.3	±0.1	
USAFR	99	±2	23	42	28	6	2	±6	2.2	±0.1	
Enlisted	99	±1	19	33	31	12	5	±3	2.5	±0.1	
E1 – E4	100	±1	20	31	29	14	7	±4	2.6	±0.1	
E5 – E9	99	±1	18	35	33	10	4	±3	2.5	±0.1	
Officers	100	±1	16	41	30	10	3	±3	2.4	±0.1	
BLACK	99	±1	18	33	34	9	5	±3	2.5	±0.1	
ARNG	99	±1	18	31	35	10	6	±4	2.5	±0.1	
USAR	99	±1	16	31	37	10	6	±4	2.6	±0.1	
USNR	100	±1	20	36	33	8	4	±4	2.4	±0.1	
USMCR	100	±0	17	25	35	13	9	±9	2.7	±0.2	
ANG	99	±1	23	41	27	7	3	±4	2.3	±0.1	
USAFR	99	±1	25	38	27	6	4	±3	2.2	±0.1	
Enlisted	99	±1	18	32	34	10	6	±3	2.5	±0.1	
E1 – E4	100	±1	19	26	35	11	9	±5	2.6	±0.1	
E5 – E9	99	±1	18	36	34	9	4	±3	2.5	±0.1	
Officers	99	±1	18	40	31	8	3	±3	2.4	±0.1	

Note. Percent responding are Reserve component members who answered the question.

52b. Continued	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
HISPANIC	100	±1	21	32	32	10	5	±3	2.5	±0.1	
ARNG	100	±1	24	30	30	11	6	±6	2.5	±0.2	
USAR	100	±1	19	30	33	9	7	±6	2.5	±0.2	
USNR	100	±1	22	31	36	8	4	±8	2.4	±0.2	
USMCR	100	±1	18	32	34	13	4	±8	2.5	±0.2	
ANG	100	±1	22	40	29	6	2	±8	2.3	±0.2	
USAFR	100	±1	18	41	34	4	2	±10	2.3	±0.2	
Enlisted	100	±1	21	31	32	10	6	±4	2.5	±0.1	
E1 – E4	100	±1	23	28	31	11	6	±5	2.5	±0.2	
E5 – E9	100	±1	20	34	33	9	5	±4	2.4	±0.1	
Officers	100	±1	21	40	28	8	2	±5	2.3	±0.1	
AIAN	100	±1	12	31	33	13	10	±11	2.8	±0.3	
ARNG	100	±1	10	37	37	4	NR	±16	2.7	±0.4	
USAR	100	±0	NR	NR	20	NR	4	±15	3.0	±0.6	
USNR	100	±0	NR	NR	20	NR	4	±14	NR		
ANG	100	±0	7	NR	NR	4	NR	±7	NR		
USAFR	100	±0	NR	34	NR	6	3	±14	2.2	±0.4	
Enlisted	100	±1	12	31	34	13	11	±12	2.8	±0.3	
Officers	100	±0	20	36	24	15	5	±15	2.5	±0.3	
ASIAN	100	±1	15	28	42	11	5	±5	2.6	±0.1	
ARNG	100	±0	15	22	40	16	7	±11	2.8	±0.3	
USAR	99	±2	10	26	49	10	5	±8	2.7	±0.1	
USNR	100	±1	18	28	43	9	2	±12	2.5	±0.2	
USMCR	100	±0	14	29	30	18	NR	±16	2.8	±0.5	
ANG	100	±1	13	39	39	7	2	±5	2.4	±0.1	
USAFR	100	±1	26	35	34	4	1	±17	2.2	±0.3	
Enlisted	100	±1	16	26	42	12	5	±6	2.6	±0.2	
Officers	99	±3	11	37	40	8	4	±5	2.6	±0.1	
NHPI	100	±1	16	32	37	9	5	±11	2.5	±0.3	
ARNG	100	±1	NR	NR	NR	NR	5	±11	2.6	±0.5	
USAR	100	±1	13	24	41	13	9	±8	2.8	±0.2	
USNR	100	±0	8	NR	NR	NR	NR	±14	2.3	±0.3	
ANG	100	±0	NR	NR	27	5	2	±15	2.2	±0.3	
USAFR	99	±2	28	39	30	2	1	±11	2.1	±0.2	
Enlisted	100	±1	15	32	37	10	6	±13	2.6	±0.3	
Officers	99	±2	NR	30	NR	2	0	±13	2.2	±0.4	
TWO OR MORE RACES	100	±1	12	34	30	16	8	±9	2.7	±0.2	
ARNG	100	±0	12	30	33	16	10	±16	2.8	±0.4	
USAR	100	±1	5	NR	24	NR	NR	±17	3.1	±0.5	
USNR	97	±3	14	25	NR	13	6	±12	2.7	±0.2	
USMCR	100	±0	6	NR	15	7	NR	±15	NR		
ANG	99	±2	NR	NR	28	4	NR	±18	2.3	±0.4	
USAFR	100	±1	10	NR	NR	8	3	±12	2.5	±0.3	
Enlisted	100	±1	11	34	31	16	8	±10	2.8	±0.3	
Officers	100	±1	19	35	26	13	7	±15	2.5	±0.3	
USCGR	100	±1	20	40	30	8	2	±4	2.3	±0.1	
White	99	±1	19	41	29	9	2	±5	2.3	±0.1	
Black	100	±0	23	36	35	4	NR	±15	2.3	±0.3	
Hispanic	100	±0	24	36	29	8	3	±11	2.3	±0.3	
Other Race/Ethnicity	100	±0	19	42	29	6	3	±9	2.3	±0.2	
Enlisted	99	±1	20	40	30	9	2	±5	2.3	±0.1	
E1 – E4	100	±0	19	36	35	8	3	±8	2.4	±0.2	
E5 – E9	99	±1	21	44	26	9	1	±5	2.3	±0.1	
Officers	100	±0	20	42	29	7	2	±7	2.3	±0.2	

NR: Not reportable

## 52. In the past month, how often have you...

## c. Felt nervous and stressed?

1. Never  
4. Fairly often

2. Almost never  
5. Very often

3. Sometimes

	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
TOTAL DOD	99	±1	10	26	43	14	6	±2	2.8	±0.1	
ARNG	99	±1	10	23	43	16	8	±3	2.9	±0.1	
USAR	99	±1	10	25	43	16	7	±3	2.8	±0.1	
USNR	99	±1	11	28	46	13	3	±4	2.7	±0.1	
USMCR	99	±2	9	25	43	16	8	±5	2.9	±0.1	
ANG	99	±1	11	33	43	9	4	±4	2.6	±0.1	
USAFR	99	±1	11	33	44	9	3	±4	2.6	±0.1	
Enlisted	99	±1	10	25	43	14	7	±2	2.8	±0.1	
E1 – E4	100	±1	11	23	41	17	9	±3	2.9	±0.1	
E5 – E9	99	±1	10	27	45	12	5	±3	2.8	±0.1	
Officers	99	±1	9	32	44	12	3	±2	2.7	±0.1	
O1 – O3	99	±1	9	29	44	14	3	±3	2.7	±0.1	
O4 – O6	99	±1	9	34	44	11	3	±3	2.7	±0.1	
Male	99	±1	11	27	43	14	5	±2	2.8	±0.1	
Female	100	±1	8	23	45	16	10	±3	3.0	±0.1	
AGR/FTS/AR	99	±1	10	28	44	13	5	±4	2.8	±0.1	
Other Selected Reserve	99	±1	10	26	43	14	6	±2	2.8	±0.1	
Reserve Unit	99	±1	10	26	43	14	6	±2	2.8	±0.1	
Military Technician	99	±1	10	33	42	10	5	±5	2.7	±0.1	
IMA	99	±1	11	37	42	8	2	±6	2.5	±0.1	
Not Activated Past 12 Months	99	±1	10	27	44	13	6	±2	2.8	±0.1	
Activated Past 12 Months	99	±1	9	25	42	16	8	±4	2.9	±0.1	
Not Deployed Past 12 Months	99	±1	10	27	44	14	6	±2	2.8	±0.1	
Deployed Past 12 Months	99	±1	12	25	42	14	8	±3	2.8	±0.1	
Deployed OIF/OEF	100	±1	11	25	42	14	7	±4	2.8	±0.1	
WHITE	100	±1	9	26	44	14	6	±2	2.8	±0.1	
ARNG	99	±1	9	22	44	17	8	±3	2.9	±0.1	
USAR	100	±1	9	27	43	15	6	±5	2.8	±0.1	
USNR	99	±1	9	28	47	15	2	±5	2.7	±0.1	
USMCR	98	±2	9	24	44	16	7	±6	2.9	±0.2	
ANG	100	±1	11	34	43	9	4	±5	2.6	±0.1	
USAFR	99	±1	10	33	45	9	2	±6	2.6	±0.1	
Enlisted	100	±1	9	25	44	15	7	±3	2.8	±0.1	
E1 – E4	100	±1	10	23	41	17	9	±4	2.9	±0.1	
E5 – E9	99	±1	9	27	46	13	5	±3	2.8	±0.1	
Officers	99	±1	8	32	45	13	3	±3	2.7	±0.1	
BLACK	99	±1	13	29	40	12	6	±3	2.7	±0.1	
ARNG	98	±2	14	30	37	11	8	±4	2.7	±0.1	
USAR	99	±1	11	26	43	15	6	±4	2.8	±0.1	
USNR	99	±1	15	31	41	8	4	±4	2.6	±0.1	
USMCR	100	±1	10	24	42	15	9	±10	2.9	±0.2	
ANG	99	±1	16	32	40	8	5	±3	2.5	±0.1	
USAFR	99	±1	16	32	40	8	4	±3	2.5	±0.1	
Enlisted	99	±1	13	28	40	12	7	±3	2.7	±0.1	
E1 – E4	99	±1	12	25	40	14	9	±5	2.8	±0.1	
E5 – E9	99	±1	15	30	40	11	5	±3	2.6	±0.1	
Officers	99	±1	12	34	42	10	3	±3	2.6	±0.1	

Note. Percent responding are Reserve component members who answered the question.

52c. Continued	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
HISPANIC	99	±1	14	24	41	14	7	±3	2.7	±0.1	
ARNG	100	±1	17	24	38	14	7	±6	2.7	±0.2	
USAR	99	±1	13	21	42	15	9	±6	2.8	±0.2	
USNR	100	±1	15	25	44	11	5	±8	2.7	±0.2	
USMCR	100	±1	8	29	38	17	8	±8	2.9	±0.2	
ANG	99	±1	14	26	47	10	4	±8	2.6	±0.2	
USAFR	99	±1	12	32	43	12	2	±9	2.6	±0.2	
Enlisted	99	±1	14	24	41	14	7	±4	2.8	±0.1	
E1 – E4	100	±1	14	24	36	17	9	±5	2.8	±0.2	
E5 – E9	99	±1	15	24	44	11	6	±5	2.7	±0.1	
Officers	99	±1	14	31	40	11	4	±5	2.6	±0.1	
AIAN	98	±5	8	25	44	20	4	±11	2.9	±0.2	
ARNG	100	±1	9	25	47	15	4	±16	2.8	±0.3	
USAR	100	±1	3	NR	21	NR	5	±13	3.2	±0.5	
USNR	100	±1	NR	NR	NR	7	3	±7	2.4	±0.4	
ANG	82	±31	5	NR	NR	7	2	±8	2.8	±0.2	
USAFR	100	±0	NR	30	38	7	1	±17	2.3	±0.4	
Enlisted	97	±5	7	25	45	20	3	±12	2.9	±0.2	
Officers	100	±0	NR	20	34	17	7	±13	2.7	±0.4	
ASIAN	100	±1	9	24	48	12	6	±5	2.8	±0.1	
ARNG	100	±1	9	16	53	15	7	±11	3.0	±0.2	
USAR	100	±1	6	22	48	13	11	±11	3.0	±0.2	
USNR	100	±1	11	27	50	10	2	±12	2.7	±0.2	
USMCR	100	±1	14	23	41	12	NR	±16	2.8	±0.4	
ANG	100	±1	10	29	49	10	2	±5	2.6	±0.1	
USAFR	100	±0	10	46	37	5	2	±15	2.4	±0.2	
Enlisted	100	±1	9	24	48	13	7	±6	2.8	±0.2	
Officers	100	±1	8	25	52	11	5	±5	2.8	±0.1	
NHPI	99	±1	12	24	48	12	5	±12	2.7	±0.3	
ARNG	99	±2	NR	15	NR	12	7	±16	2.8	±0.5	
USAR	99	±1	9	14	57	15	5	±8	2.9	±0.2	
USNR	100	±0	5	NR	NR	NR	NR	±10	2.4	±0.4	
ANG	100	±1	11	NR	33	8	NR	±17	2.4	±0.3	
USAFR	99	±1	13	37	44	5	1	±11	2.5	±0.2	
Enlisted	99	±1	12	23	48	12	5	±14	2.8	±0.3	
Officers	99	±1	NR	NR	NR	6	1	±5	2.5	±0.3	
TWO OR MORE RACES	100	±1	5	19	49	17	9	±9	3.1	±0.2	
ARNG	100	±0	4	18	52	16	10	±16	3.1	±0.3	
USAR	100	±0	5	7	NR	NR	NR	±12	3.4	±0.4	
USNR	98	±3	6	22	53	13	6	±15	2.9	±0.2	
USMCR	100	±0	4	10	NR	11	NR	±15	NR		
ANG	99	±2	8	NR	NR	14	2	±17	2.7	±0.3	
USAFR	99	±2	5	NR	NR	9	NR	±12	2.8	±0.3	
Enlisted	100	±1	5	18	51	17	10	±10	3.1	±0.2	
Officers	100	±1	9	30	39	20	2	±12	2.8	±0.3	
USCGR	99	±1	9	30	46	11	3	±4	2.7	±0.1	
White	99	±1	9	29	48	11	3	±5	2.7	±0.1	
Black	98	±5	9	42	44	5	NR	±15	2.5	±0.3	
Hispanic	100	±1	9	37	39	11	4	±11	2.6	±0.2	
Other Race/Ethnicity	98	±3	11	29	42	16	3	±10	2.7	±0.2	
Enlisted	99	±1	9	31	46	11	3	±5	2.7	±0.1	
E1 – E4	99	±2	9	30	47	11	4	±8	2.7	±0.2	
E5 – E9	98	±2	9	32	46	11	2	±5	2.6	±0.1	
Officers	100	±1	8	28	47	14	4	±7	2.8	±0.2	

NR: Not reportable

## 52. In the past month, how often have you...

## d. Felt confident about your ability to handle your personal problems?

1. Never  
4. Fairly often

2. Almost never  
5. Very often

3. Sometimes

	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
TOTAL DOD	99	±1	4	7	21	38	30	±2	3.8	±0.1	
ARNG	99	±1	5	7	22	38	28	±3	3.8	±0.1	
USAR	99	±1	4	7	24	37	29	±3	3.8	±0.1	
USNR	99	±1	3	6	20	37	35	±4	4.0	±0.1	
USMCR	99	±1	4	10	23	35	28	±5	3.7	±0.1	
ANG	100	±1	5	6	18	38	34	±4	3.9	±0.1	
USAFR	99	±1	3	6	14	40	36	±4	4.0	±0.1	
Enlisted	99	±1	5	7	22	37	29	±2	3.8	±0.1	
E1 – E4	99	±1	5	8	25	36	26	±3	3.7	±0.1	
E5 – E9	99	±1	4	7	20	38	31	±2	3.8	±0.1	
Officers	99	±1	2	5	14	41	38	±2	4.1	±0.1	
O1 – O3	99	±1	2	5	16	43	34	±3	4.0	±0.1	
O4 – O6	100	±1	2	5	13	40	40	±3	4.1	±0.1	
Male	99	±1	5	7	21	38	30	±2	3.8	±0.1	
Female	100	±1	3	6	23	37	31	±3	3.9	±0.1	
AGR/FTS/AR	99	±1	4	9	17	36	35	±4	3.9	±0.1	
Other Selected Reserve	99	±1	4	7	22	38	30	±2	3.8	±0.1	
Reserve Unit	99	±1	4	7	22	38	29	±2	3.8	±0.1	
Military Technician	100	±1	5	10	21	37	27	±5	3.7	±0.2	
IMA	99	±1	2	4	14	36	43	±6	4.1	±0.1	
Not Activated Past 12 Months	99	±1	4	7	20	39	30	±2	3.8	±0.1	
Activated Past 12 Months	99	±1	3	7	23	38	29	±4	3.8	±0.1	
Not Deployed Past 12 Months	99	±1	4	7	21	38	31	±2	3.8	±0.1	
Deployed Past 12 Months	99	±1	5	7	22	37	29	±3	3.8	±0.1	
Deployed OIF/OEF	99	±1	5	8	24	36	28	±4	3.7	±0.1	
WHITE	99	±1	4	6	20	40	30	±2	3.9	±0.1	
ARNG	99	±1	4	8	22	40	27	±3	3.8	±0.1	
USAR	99	±1	3	5	21	41	30	±5	3.9	±0.1	
USNR	99	±1	2	4	20	39	35	±5	4.0	±0.1	
USMCR	99	±2	4	10	22	36	28	±6	3.8	±0.2	
ANG	100	±1	5	5	17	39	33	±5	3.9	±0.2	
USAFR	99	±1	4	5	14	42	36	±6	4.0	±0.2	
Enlisted	99	±1	4	7	21	39	28	±3	3.8	±0.1	
E1 – E4	100	±1	5	8	23	38	26	±4	3.7	±0.1	
E5 – E9	99	±1	4	6	20	40	30	±3	3.9	±0.1	
Officers	100	±1	2	5	14	43	37	±3	4.1	±0.1	
BLACK	99	±1	5	8	23	32	32	±2	3.8	±0.1	
ARNG	99	±1	6	7	26	32	29	±4	3.7	±0.1	
USAR	98	±2	5	9	24	31	31	±4	3.7	±0.1	
USNR	99	±1	3	8	23	31	34	±5	3.8	±0.1	
USMCR	100	±1	7	7	29	30	28	±10	3.6	±0.3	
ANG	99	±1	3	8	19	31	39	±4	4.0	±0.1	
USAFR	99	±1	4	6	14	37	39	±3	4.0	±0.1	
Enlisted	99	±1	5	8	24	32	31	±3	3.8	±0.1	
E1 – E4	99	±1	6	9	27	30	28	±5	3.7	±0.1	
E5 – E9	98	±1	5	8	22	33	33	±3	3.8	±0.1	
Officers	99	±1	3	5	17	34	41	±3	4.1	±0.1	

Note. Percent responding are Reserve component members who answered the question.

2007 Workplace and Equal Opportunity Survey of Reserve Component Members

52d. Continued	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
HISPANIC	99	±1	6	7	25	31	31	±3	3.7	±0.1	
ARNG	99	±1	10	6	24	29	31	±6	3.6	±0.2	
USAR	99	±1	4	8	29	29	30	±6	3.7	±0.2	
USNR	99	±1	2	8	20	30	39	±8	4.0	±0.2	
USMCR	100	±1	2	11	25	34	28	±8	3.7	±0.2	
ANG	99	±1	3	6	22	36	32	±10	3.9	±0.2	
USAFR	99	±1	3	9	20	36	32	±10	3.9	±0.2	
Enlisted	99	±1	6	8	26	30	30	±3	3.7	±0.1	
E1 – E4	100	±1	7	6	30	29	28	±6	3.7	±0.2	
E5 – E9	99	±1	6	9	22	31	32	±4	3.8	±0.2	
Officers	99	±1	4	6	13	35	41	±5	4.0	±0.2	
AIAN	97	±5	3	7	28	35	27	±11	3.8	±0.2	
ARNG	95	±9	2	5	26	42	25	±16	3.8	±0.3	
USAR	99	±3	1	NR	NR	NR	17	±18	3.5	±0.5	
USNR	99	±1	NR	5	8	22	NR	±15	NR		
ANG	100	±1	3	3	NR	19	NR	±16	NR		
USAFR	100	±0	2	4	10	29	54	±16	4.3	±0.3	
Enlisted	97	±5	3	7	29	36	24	±12	3.7	±0.3	
Officers	99	±1	1	5	15	30	49	±14	4.2	±0.3	
ASIAN	99	±1	2	8	26	36	28	±5	3.8	±0.1	
ARNG	100	±1	3	5	28	28	36	±13	3.9	±0.3	
USAR	99	±1	1	9	33	40	17	±8	3.6	±0.2	
USNR	100	±1	2	6	18	43	31	±11	3.9	±0.2	
USMCR	100	±1	2	NR	29	34	23	±14	3.6	±0.3	
ANG	99	±1	2	7	25	42	25	±5	3.8	±0.1	
USAFR	99	±1	2	NR	14	36	35	±15	3.9	±0.4	
Enlisted	99	±1	3	8	27	34	28	±6	3.8	±0.2	
Officers	100	±1	1	5	20	48	26	±6	3.9	±0.1	
NHPI	100	±1	6	8	22	40	25	±11	3.7	±0.2	
ARNG	100	±1	6	3	NR	NR	NR	±12	3.8	±0.5	
USAR	100	±1	7	8	32	32	21	±8	3.5	±0.2	
USNR	100	±0	2	NR	NR	NR	NR	±7	NR		
ANG	100	±0	5	6	17	NR	NR	±12	3.9	±0.3	
USAFR	98	±4	5	8	15	31	40	±11	3.9	±0.3	
Enlisted	100	±1	5	8	23	40	24	±12	3.7	±0.3	
Officers	100	±1	NR	5	18	39	NR	±17	3.8	±0.5	
TWO OR MORE RACES	100	±1	2	8	19	42	30	±9	3.9	±0.2	
ARNG	100	±0	2	9	18	41	30	±16	3.9	±0.3	
USAR	100	±0	0	NR	NR	NR	15	±11	3.6	±0.4	
USNR	98	±3	2	6	16	NR	29	±11	4.0	±0.2	
USMCR	100	±0	NR	2	NR	NR	NR	±8	NR		
ANG	99	±2	2	NR	NR	NR	NR	±3	3.9	±0.5	
USAFR	99	±2	1	1	13	NR	NR	±12	4.2	±0.3	
Enlisted	100	±1	2	8	19	43	27	±10	3.9	±0.2	
Officers	100	±1	1	9	17	30	43	±11	4.1	±0.3	
USCGR	99	±1	2	7	17	41	33	±4	4.0	±0.1	
White	99	±1	2	6	18	41	33	±5	4.0	±0.1	
Black	99	±2	NR	6	22	33	36	±15	3.9	±0.3	
Hispanic	100	±0	4	5	9	47	36	±11	4.1	±0.3	
Other Race/Ethnicity	98	±4	4	16	17	30	34	±11	3.8	±0.3	
Enlisted	99	±1	2	7	17	41	33	±5	3.9	±0.1	
E1 – E4	100	±0	3	8	19	38	33	±8	3.9	±0.2	
E5 – E9	99	±2	2	6	16	43	33	±5	4.0	±0.1	
Officers	100	±1	3	5	16	40	36	±7	4.0	±0.2	

NR: Not reportable

## 52. In the past month, how often have you...

## e. Felt that things were going your way?

1. Never  
4. Fairly often

2. Almost never  
5. Very often

3. Sometimes

	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
TOTAL DOD	99	±1	4	10	38	37	12	±2	3.4	±0.1	
ARNG	99	±1	4	11	39	34	12	±3	3.4	±0.1	
USAR	99	±1	4	11	41	35	10	±3	3.4	±0.1	
USNR	99	±1	2	7	36	41	14	±4	3.6	±0.1	
USMCR	99	±1	5	12	41	34	9	±5	3.3	±0.1	
ANG	99	±1	2	6	36	42	14	±4	3.6	±0.1	
USAFR	99	±1	2	5	34	44	15	±4	3.7	±0.1	
Enlisted	99	±1	4	10	40	35	11	±2	3.4	±0.1	
E1 – E4	99	±1	6	13	41	30	11	±3	3.3	±0.1	
E5 – E9	99	±1	3	9	39	39	11	±2	3.5	±0.1	
Officers	99	±1	2	6	31	46	16	±2	3.7	±0.1	
O1 – O3	99	±1	2	7	35	43	14	±3	3.6	±0.1	
O4 – O6	99	±1	1	5	29	48	17	±3	3.7	±0.1	
Male	99	±1	4	10	38	37	12	±2	3.4	±0.1	
Female	99	±1	3	10	42	34	12	±3	3.4	±0.1	
AGR/FTS/AR	99	±1	3	10	37	38	13	±4	3.5	±0.1	
Other Selected Reserve	99	±1	4	10	39	36	12	±2	3.4	±0.1	
Reserve Unit	99	±1	4	10	39	36	12	±2	3.4	±0.1	
Military Technician	99	±1	4	8	39	39	9	±5	3.4	±0.1	
IMA	99	±1	1	4	31	48	16	±6	3.7	±0.1	
Not Activated Past 12 Months	99	±1	3	9	38	38	12	±2	3.5	±0.1	
Activated Past 12 Months	99	±1	4	11	41	33	10	±4	3.3	±0.1	
Not Deployed Past 12 Months	99	±1	3	9	38	37	12	±2	3.5	±0.1	
Deployed Past 12 Months	99	±1	4	12	39	34	11	±3	3.4	±0.1	
Deployed OIF/OEF	99	±1	4	12	40	32	12	±4	3.3	±0.1	
WHITE	99	±1	3	10	37	39	12	±2	3.5	±0.1	
ARNG	99	±1	4	12	38	35	11	±3	3.4	±0.1	
USAR	100	±1	3	11	40	37	10	±5	3.4	±0.1	
USNR	99	±1	2	7	35	44	13	±5	3.6	±0.1	
USMCR	99	±2	5	12	39	35	9	±6	3.3	±0.2	
ANG	99	±1	2	6	35	43	14	±5	3.6	±0.1	
USAFR	99	±1	1	4	34	47	14	±6	3.7	±0.1	
Enlisted	99	±1	3	10	39	37	11	±3	3.4	±0.1	
E1 – E4	99	±1	5	13	40	31	11	±4	3.3	±0.1	
E5 – E9	99	±1	2	8	38	41	10	±3	3.5	±0.1	
Officers	99	±1	1	6	31	47	15	±3	3.7	±0.1	
BLACK	98	±1	5	11	39	32	13	±3	3.4	±0.1	
ARNG	98	±2	5	13	39	30	13	±4	3.3	±0.1	
USAR	98	±2	6	11	40	32	11	±4	3.3	±0.1	
USNR	99	±1	3	7	41	34	16	±4	3.5	±0.1	
USMCR	99	±1	3	13	45	27	11	±9	3.3	±0.2	
ANG	99	±1	2	5	38	39	14	±4	3.6	±0.1	
USAFR	99	±1	3	8	34	39	16	±3	3.6	±0.1	
Enlisted	98	±1	5	11	40	31	12	±3	3.3	±0.1	
E1 – E4	98	±2	7	14	42	26	11	±5	3.2	±0.1	
E5 – E9	98	±1	4	10	39	34	13	±3	3.4	±0.1	
Officers	99	±1	2	5	35	41	18	±3	3.7	±0.1	

Note. Percent responding are Reserve component members who answered the question.



2007 Workplace and Equal Opportunity Survey of Reserve Component Members

52e. Continued	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
HISPANIC	99	±1	5	10	40	32	13	±3	3.4	±0.1	
ARNG	99	±1	7	11	40	29	13	±6	3.3	±0.2	
USAR	99	±1	4	11	42	32	10	±6	3.3	±0.1	
USNR	98	±2	2	6	38	36	18	±8	3.6	±0.2	
USMCR	99	±1	4	15	41	31	10	±8	3.3	±0.2	
ANG	99	±1	3	6	38	38	16	±9	3.6	±0.2	
USAFR	99	±1	2	10	34	41	13	±9	3.5	±0.2	
Enlisted	99	±1	5	11	41	31	12	±4	3.4	±0.1	
E1 – E4	99	±1	7	11	41	30	11	±6	3.3	±0.2	
E5 – E9	99	±1	3	10	41	32	14	±5	3.4	±0.1	
Officers	99	±1	3	6	31	43	17	±5	3.6	±0.1	
AIAN	97	±5	2	6	54	31	6	±11	3.3	±0.2	
ARNG	95	±9	2	8	51	35	3	±16	3.3	±0.2	
USAR	100	±0	3	5	NR	NR	5	±8	3.2	±0.3	
USNR	100	±1	3	5	NR	NR	11	±16	3.5	±0.3	
ANG	100	±1	1	3	NR	18	NR	±15	3.3	±0.3	
USAFR	99	±2	1	6	27	35	NR	±18	3.9	±0.4	
Enlisted	97	±5	2	6	56	31	4	±12	3.3	±0.2	
Officers	99	±2	1	6	37	31	24	±17	3.7	±0.3	
ASIAN	100	±1	3	10	44	33	10	±5	3.4	±0.1	
ARNG	99	±1	3	10	45	29	13	±13	3.4	±0.3	
USAR	100	±1	3	10	49	32	6	±9	3.3	±0.1	
USNR	100	±1	3	11	36	37	13	±12	3.5	±0.2	
USMCR	100	±0	3	10	57	26	4	±14	3.2	±0.2	
ANG	100	±1	1	10	41	39	8	±5	3.4	±0.1	
USAFR	99	±1	1	NR	35	37	15	±16	3.5	±0.3	
Enlisted	100	±1	3	11	46	30	10	±6	3.3	±0.2	
Officers	100	±1	2	7	38	44	10	±6	3.5	±0.1	
NHPI	100	±1	3	8	46	36	7	±12	3.4	±0.2	
ARNG	100	±1	2	2	NR	NR	2	±9	3.4	±0.3	
USAR	99	±1	3	9	52	25	11	±8	3.3	±0.2	
USNR	100	±0	NR	NR	NR	NR	11	±16	NR		
ANG	99	±1	5	6	33	NR	5	±17	3.5	±0.3	
USAFR	99	±1	3	3	40	36	18	±11	3.6	±0.2	
Enlisted	100	±1	3	8	47	35	7	±13	3.3	±0.2	
Officers	100	±0	1	4	NR	NR	5	±5	3.5	±0.2	
TWO OR MORE RACES	98	±3	6	9	36	36	14	±9	3.4	±0.2	
ARNG	99	±2	3	5	38	37	16	±16	3.6	±0.3	
USAR	94	±11	NR	NR	NR	21	5	±17	2.8	±0.6	
USNR	97	±3	3	5	38	NR	11	±14	3.5	±0.2	
USMCR	100	±0	1	1	NR	NR	2	±5	NR		
ANG	99	±2	2	NR	NR	NR	NR	±3	3.5	±0.4	
USAFR	99	±2	1	NR	25	NR	NR	±13	3.8	±0.4	
Enlisted	98	±3	6	8	36	35	14	±10	3.4	±0.3	
Officers	99	±3	2	10	33	42	13	±12	3.5	±0.2	
USCGR	99	±1	2	7	32	47	14	±4	3.6	±0.1	
White	99	±1	1	7	32	47	13	±5	3.6	±0.1	
Black	100	±0	0	7	44	39	10	±15	3.5	±0.3	
Hispanic	97	±4	3	9	21	49	18	±11	3.7	±0.3	
Other Race/Ethnicity	99	±2	4	8	32	42	14	±10	3.6	±0.2	
Enlisted	99	±1	2	8	32	45	13	±5	3.6	±0.1	
E1 – E4	99	±1	3	10	37	41	10	±8	3.5	±0.2	
E5 – E9	99	±2	1	6	28	49	15	±5	3.7	±0.1	
Officers	99	±2	1	3	29	52	15	±7	3.8	±0.1	

NR: Not reportable

## 52. In the past month, how often have you...

## f. Found that you could not cope with all of the things you had to do?

1. Never  
4. Fairly often

2. Almost never  
5. Very often

3. Sometimes

	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
TOTAL DOD	100	±1	31	36	25	6	2	±2	2.1	±0.1	
ARNG	100	±1	31	35	26	6	2	±3	2.1	±0.1	
USAR	100	±1	28	36	26	7	2	±3	2.2	±0.1	
USNR	100	±1	30	35	27	5	2	±4	2.1	±0.1	
USMCR	99	±1	28	37	24	9	2	±5	2.2	±0.1	
ANG	100	±1	37	36	22	3	2	±4	2.0	±0.1	
USAFR	100	±1	33	41	22	4	1	±4	2.0	±0.1	
Enlisted	100	±1	31	36	26	6	2	±2	2.1	±0.1	
E1 – E4	100	±1	30	32	27	7	3	±3	2.2	±0.1	
E5 – E9	100	±1	31	38	25	5	2	±2	2.1	±0.1	
Officers	100	±1	32	39	21	6	2	±2	2.1	±0.1	
O1 – O3	99	±1	30	40	21	6	2	±3	2.1	±0.1	
O4 – O6	100	±1	33	39	21	5	1	±3	2.0	±0.1	
Male	100	±1	32	37	24	5	2	±2	2.1	±0.1	
Female	100	±1	25	34	30	8	4	±3	2.3	±0.1	
AGR/FTS/AR	99	±1	31	39	22	5	3	±4	2.1	±0.1	
Other Selected Reserve	100	±1	31	36	25	6	2	±2	2.1	±0.1	
Reserve Unit	100	±1	31	36	25	6	2	±2	2.1	±0.1	
Military Technician	99	±1	32	40	22	5	2	±5	2.1	±0.1	
IMA	99	±1	35	41	21	3	1	±6	1.9	±0.1	
Not Activated Past 12 Months	100	±1	30	38	24	6	2	±2	2.1	±0.1	
Activated Past 12 Months	100	±1	32	34	28	5	2	±4	2.1	±0.1	
Not Deployed Past 12 Months	100	±1	30	37	25	6	2	±2	2.1	±0.1	
Deployed Past 12 Months	100	±1	33	34	25	5	2	±3	2.1	±0.1	
Deployed OIF/OEF	100	±1	33	33	26	5	2	±4	2.1	±0.1	
WHITE	100	±1	33	37	23	5	2	±2	2.1	±0.1	
ARNG	100	±1	32	37	23	6	2	±3	2.1	±0.1	
USAR	100	±1	32	37	23	6	2	±5	2.1	±0.1	
USNR	100	±1	31	37	25	6	2	±5	2.1	±0.1	
USMCR	99	±2	29	37	23	10	1	±6	2.2	±0.2	
ANG	100	±1	38	35	23	2	2	±5	1.9	±0.1	
USAFR	100	±1	34	41	22	3	0	±6	2.0	±0.1	
Enlisted	100	±1	33	37	24	5	2	±3	2.1	±0.1	
E1 – E4	100	±1	33	34	24	7	2	±4	2.1	±0.1	
E5 – E9	100	±1	32	39	23	4	2	±3	2.0	±0.1	
Officers	99	±1	32	39	21	6	2	±3	2.0	±0.1	
BLACK	99	±1	29	34	27	6	3	±2	2.2	±0.1	
ARNG	99	±1	30	30	29	7	4	±4	2.3	±0.1	
USAR	100	±1	25	37	28	7	3	±4	2.3	±0.1	
USNR	100	±1	31	34	28	5	2	±4	2.1	±0.1	
USMCR	100	±0	20	40	28	7	5	±9	2.4	±0.2	
ANG	100	±1	34	37	23	3	3	±4	2.1	±0.1	
USAFR	99	±1	37	39	19	4	2	±3	2.0	±0.1	
Enlisted	99	±1	28	34	27	7	4	±3	2.2	±0.1	
E1 – E4	100	±1	26	31	30	7	5	±5	2.3	±0.1	
E5 – E9	99	±1	30	36	25	6	2	±3	2.2	±0.1	
Officers	100	±1	33	39	23	4	1	±3	2.0	±0.1	

Note. Percent responding are Reserve component members who answered the question.

52f. Continued	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
HISPANIC	100	±1	27	35	30	7	2	±3	2.2	±0.1	
ARNG	99	±1	28	34	31	6	2	±6	2.2	±0.2	
USAR	100	±1	25	33	30	8	3	±6	2.3	±0.2	
USNR	100	±1	29	29	36	5	2	±8	2.2	±0.2	
USMCR	100	±0	26	38	27	7	2	±8	2.2	±0.2	
ANG	99	±1	28	42	22	6	3	±9	2.1	±0.2	
USAFR	100	±1	25	42	25	6	1	±10	2.2	±0.2	
Enlisted	100	±1	26	34	31	7	2	±4	2.2	±0.1	
E1 – E4	100	±1	27	30	32	8	3	±5	2.3	±0.2	
E5 – E9	99	±1	26	38	29	6	2	±5	2.2	±0.1	
Officers	100	±1	33	40	21	5	1	±5	2.0	±0.1	
AIAN	100	±0	28	36	26	9	2	±11	2.2	±0.2	
ARNG	100	±0	26	34	36	3	2	±16	2.2	±0.3	
USAR	100	±0	18	NR	15	NR	1	±18	2.6	±0.6	
USNR	100	±0	NR	NR	17	2	2	±12	1.8	±0.4	
ANG	100	±0	NR	NR	7	2	1	±7	1.6	±0.4	
USAFR	100	±0	NR	27	NR	5	4	±12	2.1	±0.4	
Enlisted	100	±0	28	36	26	9	2	±12	2.2	±0.3	
Officers	100	±0	35	31	25	7	3	±15	2.1	±0.3	
ASIAN	100	±1	21	35	34	7	3	±5	2.4	±0.1	
ARNG	100	±1	23	31	36	6	4	±12	2.4	±0.3	
USAR	100	±1	14	33	38	11	3	±11	2.5	±0.2	
USNR	100	±0	25	34	35	4	1	±11	2.2	±0.2	
USMCR	100	±0	22	41	23	NR	3	±14	2.3	±0.3	
ANG	100	±0	23	40	32	3	2	±5	2.2	±0.1	
USAFR	100	±0	26	43	26	5	1	±14	2.1	±0.3	
Enlisted	100	±1	21	33	36	7	3	±6	2.4	±0.2	
Officers	100	±1	21	44	26	7	1	±5	2.2	±0.1	
NHPI	100	±1	25	36	32	6	2	±13	2.2	±0.2	
ARNG	100	±1	NR	NR	NR	7	2	±13	2.2	±0.5	
USAR	100	±0	17	29	43	8	4	±7	2.5	±0.2	
USNR	100	±0	NR	NR	NR	NR	NR		2.1	±0.3	
ANG	100	±0	20	NR	18	3	0	±13	2.0	±0.2	
USAFR	99	±1	33	34	31	1	1	±11	2.0	±0.2	
Enlisted	100	±1	26	33	33	6	2	±14	2.3	±0.3	
Officers	100	±0	18	NR	23	2	1	±16	2.1	±0.3	
TWO OR MORE RACES	100	±1	32	30	30	5	3	±9	2.2	±0.2	
ARNG	100	±0	28	22	40	6	3	±16	2.3	±0.3	
USAR	100	±0	NR	NR	NR	6	1	±11	2.1	±0.4	
USNR	98	±3	22	33	NR	4	3	±13	2.3	±0.3	
USMCR	100	±0	NR	17	7	NR	NR	±16	NR		
ANG	99	±1	NR	30	12	2	NR	±18	1.8	±0.4	
USAFR	100	±0	26	NR	NR	2	1	±15	2.0	±0.3	
Enlisted	100	±1	31	29	32	5	3	±11	2.2	±0.2	
Officers	100	±1	39	36	18	4	2	±11	1.9	±0.2	
USCGR	100	±1	32	40	23	4	1	±4	2.0	±0.1	
White	100	±1	32	41	23	4	1	±5	2.0	±0.1	
Black	100	±0	23	33	34	6	4	±15	2.4	±0.3	
Hispanic	100	±0	31	46	17	4	2	±11	2.0	±0.2	
Other Race/Ethnicity	99	±2	30	39	24	7	1	±10	2.1	±0.2	
Enlisted	99	±1	33	40	22	4	1	±5	2.0	±0.1	
E1 – E4	100	±1	33	40	23	4	0	±8	2.0	±0.2	
E5 – E9	99	±1	32	40	22	5	1	±5	2.0	±0.1	
Officers	100	±0	28	42	25	2	3	±7	2.1	±0.2	

NR: Not reportable

## 52. In the past month, how often have you...

## g. Been able to control irritations in your life?

1. Never  
4. Fairly often

2. Almost never  
5. Very often

3. Sometimes

	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
TOTAL DOD	99	±1	4	9	29	39	18	±2	3.6	±0.1	
ARNG	99	±1	4	11	31	36	18	±3	3.5	±0.1	
USAR	99	±1	4	10	31	37	18	±3	3.5	±0.1	
USNR	100	±1	3	7	27	43	20	±4	3.7	±0.1	
USMCR	99	±2	5	9	29	42	15	±5	3.5	±0.1	
ANG	99	±1	4	7	26	41	22	±4	3.7	±0.1	
USAFR	99	±1	5	8	22	47	18	±4	3.7	±0.1	
Enlisted	99	±1	4	10	31	37	18	±2	3.5	±0.1	
E1 – E4	99	±1	5	11	34	33	17	±3	3.5	±0.1	
E5 – E9	99	±1	4	9	28	41	18	±3	3.6	±0.1	
Officers	99	±1	3	7	21	47	22	±2	3.8	±0.1	
O1 – O3	99	±1	3	8	24	45	20	±3	3.7	±0.1	
O4 – O6	99	±1	3	7	18	48	24	±3	3.8	±0.1	
Male	99	±1	4	10	28	39	18	±2	3.6	±0.1	
Female	100	±1	3	9	33	35	20	±3	3.6	±0.1	
AGR/FTS/AR	99	±1	4	10	28	40	18	±4	3.6	±0.1	
Other Selected Reserve	99	±1	4	9	29	39	18	±2	3.6	±0.1	
Reserve Unit	99	±1	4	9	30	38	18	±2	3.6	±0.1	
Military Technician	99	±2	5	11	26	41	17	±5	3.6	±0.1	
IMA	99	±1	4	8	20	43	26	±5	3.8	±0.2	
Not Activated Past 12 Months	99	±1	4	9	28	40	18	±2	3.6	±0.1	
Activated Past 12 Months	100	±1	4	9	32	37	18	±4	3.6	±0.1	
Not Deployed Past 12 Months	99	±1	4	9	29	39	18	±2	3.6	±0.1	
Deployed Past 12 Months	99	±1	5	10	29	37	19	±3	3.5	±0.1	
Deployed OIF/OEF	99	±1	6	9	32	35	18	±4	3.5	±0.1	
WHITE	99	±1	4	9	28	40	18	±2	3.6	±0.1	
ARNG	100	±1	4	11	31	37	17	±3	3.5	±0.1	
USAR	100	±1	4	10	28	40	18	±5	3.6	±0.1	
USNR	100	±1	3	6	27	46	19	±5	3.7	±0.1	
USMCR	98	±2	4	8	30	43	15	±6	3.6	±0.2	
ANG	99	±1	4	6	25	42	22	±5	3.7	±0.1	
USAFR	99	±1	4	7	23	48	17	±6	3.7	±0.1	
Enlisted	99	±1	4	10	30	39	17	±3	3.6	±0.1	
E1 – E4	100	±1	4	12	33	33	17	±4	3.5	±0.1	
E5 – E9	99	±1	4	8	28	43	18	±3	3.6	±0.1	
Officers	99	±1	3	7	21	48	22	±3	3.8	±0.1	
BLACK	99	±1	5	10	32	34	19	±3	3.5	±0.1	
ARNG	99	±1	5	11	34	31	19	±4	3.5	±0.1	
USAR	99	±1	5	10	34	34	17	±4	3.5	±0.1	
USNR	99	±1	4	7	31	37	21	±5	3.7	±0.1	
USMCR	99	±2	6	10	28	40	15	±9	3.5	±0.2	
ANG	99	±1	4	10	26	39	21	±4	3.6	±0.1	
USAFR	99	±1	6	8	21	42	23	±3	3.7	±0.1	
Enlisted	99	±1	5	10	33	34	18	±3	3.5	±0.1	
E1 – E4	99	±1	6	10	34	32	18	±5	3.4	±0.1	
E5 – E9	99	±1	5	10	32	35	19	±3	3.5	±0.1	
Officers	99	±1	4	7	23	39	26	±3	3.8	±0.1	

Note. Percent responding are Reserve component members who answered the question.

52g. Continued	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
HISPANIC	99	±1	5	11	29	34	21	±3	3.5	±0.1	
ARNG	99	±1	7	13	28	31	21	±6	3.5	±0.2	
USAR	100	±1	6	8	34	32	20	±6	3.5	±0.2	
USNR	100	±1	4	9	27	35	25	±7	3.7	±0.2	
USMCR	99	±1	4	15	25	39	17	±8	3.5	±0.2	
ANG	99	±1	4	7	28	39	22	±9	3.7	±0.2	
USAFR	100	±1	4	8	19	50	19	±9	3.7	±0.2	
Enlisted	99	±1	5	11	30	34	20	±3	3.5	±0.1	
E1 – E4	100	±1	6	10	34	30	21	±5	3.5	±0.2	
E5 – E9	99	±1	5	12	27	37	20	±4	3.6	±0.1	
Officers	99	±1	6	10	19	41	25	±5	3.7	±0.2	
AIAN	100	±1	5	10	31	40	14	±11	3.5	±0.3	
ARNG	99	±1	NR	6	33	42	12	±16	3.5	±0.4	
USAR	100	±1	1	NR	NR	13	NR	±9	3.1	±0.4	
USNR	100	±0	NR	8	16	NR	12	±11	3.6	±0.4	
ANG	100	±0	2	5	8	NR	NR	±8	4.1	±0.4	
USAFR	100	±0	NR	9	16	NR	20	±11	3.5	±0.7	
Enlisted	100	±1	4	10	32	40	14	±12	3.5	±0.3	
Officers	99	±1	NR	14	17	42	18	±14	3.5	±0.4	
ASIAN	100	±1	5	10	36	37	12	±5	3.4	±0.1	
ARNG	100	±1	NR	10	41	32	12	±11	3.4	±0.3	
USAR	100	±1	3	10	39	38	10	±9	3.4	±0.2	
USNR	100	±1	2	12	27	46	12	±11	3.5	±0.2	
USMCR	100	±0	NR	13	45	26	7	±16	3.1	±0.4	
ANG	99	±1	3	8	33	39	16	±5	3.6	±0.1	
USAFR	100	±1	NR	5	20	45	14	±14	3.4	±0.5	
Enlisted	100	±1	6	10	37	35	11	±6	3.4	±0.2	
Officers	100	±1	2	7	27	48	16	±5	3.7	±0.1	
NHPI	100	±1	4	10	33	32	20	±13	3.6	±0.3	
ARNG	100	±1	2	4	NR	NR	NR	±8	3.7	±0.5	
USAR	100	±1	5	14	39	27	15	±7	3.3	±0.2	
USNR	100	±0	3	NR	NR	NR	12	±16	NR		
ANG	99	±2	5	11	21	NR	NR	±13	3.6	±0.3	
USAFR	99	±2	6	3	27	42	22	±11	3.7	±0.3	
Enlisted	100	±1	4	10	34	32	20	±14	3.6	±0.3	
Officers	99	±2	NR	NR	24	34	NR	±16	3.5	±0.6	
TWO OR MORE RACES	98	±4	3	9	27	43	19	±9	3.7	±0.2	
ARNG	100	±0	4	6	18	56	16	±15	3.7	±0.3	
USAR	92	±16	1	2	NR	NR	NR	±3	3.7	±0.3	
USNR	98	±3	2	5	NR	31	24	±13	3.7	±0.3	
USMCR	100	±0	NR	3	NR	NR	NR	±8	NR		
ANG	99	±1	3	NR	26	27	NR	±18	3.5	±0.5	
USAFR	99	±1	2	NR	23	NR	NR	±17	3.6	±0.4	
Enlisted	98	±4	3	9	28	43	17	±10	3.6	±0.2	
Officers	100	±1	3	3	18	43	33	±11	4.0	±0.2	
USCGR	99	±1	3	8	25	43	21	±4	3.7	±0.1	
White	99	±1	3	7	26	45	19	±5	3.7	±0.1	
Black	97	±6	NR	19	22	31	26	±15	3.6	±0.4	
Hispanic	98	±4	3	7	21	38	31	±11	3.9	±0.3	
Other Race/Ethnicity	99	±1	5	12	19	39	25	±9	3.7	±0.3	
Enlisted	99	±1	3	8	26	42	20	±5	3.7	±0.1	
E1 – E4	99	±1	3	9	29	42	17	±8	3.6	±0.2	
E5 – E9	98	±2	3	7	24	42	23	±5	3.7	±0.1	
Officers	99	±2	1	8	19	46	26	±7	3.9	±0.2	

NR: Not reportable

## 52. In the past month, how often have you...

## h. Felt that you were on top of things?

1. Never  
4. Fairly often

2. Almost never  
5. Very often

3. Sometimes

	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
TOTAL DOD	99	±1	2	7	31	43	18	±2	3.7	±0.1	
ARNG	99	±1	3	7	32	41	17	±3	3.6	±0.1	
USAR	99	±1	3	8	33	40	17	±3	3.6	±0.1	
USNR	99	±1	2	5	29	46	19	±4	3.8	±0.1	
USMCR	98	±2	2	8	32	44	14	±5	3.6	±0.1	
ANG	99	±1	2	4	27	47	20	±4	3.8	±0.1	
USAFR	100	±1	1	4	25	47	22	±4	3.9	±0.1	
Enlisted	99	±1	2	7	32	41	17	±2	3.6	±0.1	
E1 – E4	99	±1	3	9	36	37	16	±3	3.5	±0.1	
E5 – E9	99	±1	2	6	29	44	18	±3	3.7	±0.1	
Officers	99	±1	1	4	23	50	22	±2	3.9	±0.1	
O1 – O3	99	±1	1	4	26	48	20	±3	3.8	±0.1	
O4 – O6	100	±1	1	3	21	51	23	±3	3.9	±0.1	
Male	99	±1	2	6	30	43	18	±2	3.7	±0.1	
Female	99	±1	2	8	34	38	18	±3	3.6	±0.1	
AGR/FTS/AR	99	±1	2	5	27	46	20	±4	3.8	±0.1	
Other Selected Reserve	99	±1	2	7	31	42	18	±2	3.7	±0.1	
Reserve Unit	99	±1	2	7	31	42	17	±2	3.7	±0.1	
Military Technician	99	±1	2	6	28	45	20	±5	3.7	±0.1	
IMA	99	±1	1	4	19	47	30	±6	4.0	±0.1	
Not Activated Past 12 Months	99	±1	2	6	30	43	18	±2	3.7	±0.1	
Activated Past 12 Months	99	±1	3	8	31	42	16	±4	3.6	±0.1	
Not Deployed Past 12 Months	99	±1	2	6	30	43	18	±2	3.7	±0.1	
Deployed Past 12 Months	99	±1	3	7	31	40	18	±3	3.6	±0.1	
Deployed OIF/OEF	99	±1	3	7	34	37	19	±4	3.6	±0.1	
WHITE	99	±1	2	6	30	44	18	±2	3.7	±0.1	
ARNG	99	±1	2	7	31	43	17	±3	3.7	±0.1	
USAR	99	±1	2	8	31	42	17	±5	3.6	±0.1	
USNR	99	±1	2	5	28	48	17	±5	3.8	±0.1	
USMCR	99	±2	2	7	31	45	14	±6	3.6	±0.2	
ANG	99	±1	2	4	27	47	20	±5	3.8	±0.1	
USAFR	100	±1	1	4	26	47	22	±6	3.9	±0.1	
Enlisted	99	±1	2	7	32	43	17	±3	3.7	±0.1	
E1 – E4	99	±1	3	8	35	39	16	±4	3.6	±0.1	
E5 – E9	99	±1	2	6	29	46	18	±3	3.7	±0.1	
Officers	100	±1	1	3	23	51	22	±3	3.9	±0.1	
BLACK	99	±1	3	8	33	36	20	±3	3.6	±0.1	
ARNG	98	±2	4	10	35	31	20	±4	3.5	±0.1	
USAR	99	±1	3	9	34	36	18	±4	3.6	±0.1	
USNR	99	±1	2	5	29	42	22	±4	3.8	±0.1	
USMCR	100	±1	4	11	32	38	14	±9	3.5	±0.2	
ANG	99	±1	1	5	26	46	21	±4	3.8	±0.1	
USAFR	99	±1	2	4	25	44	25	±3	3.9	±0.1	
Enlisted	99	±1	3	9	34	35	19	±3	3.6	±0.1	
E1 – E4	99	±1	5	11	36	30	18	±5	3.5	±0.1	
E5 – E9	98	±1	2	7	32	38	21	±3	3.7	±0.1	
Officers	98	±2	1	5	24	47	23	±3	3.9	±0.1	

Note. Percent responding are Reserve component members who answered the question.

52h. Continued	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
HISPANIC	99	±1	4	8	31	39	19	±3	3.6	±0.1	
ARNG	99	±1	6	9	31	36	18	±6	3.5	±0.2	
USAR	99	±2	3	9	32	38	18	±6	3.6	±0.2	
USNR	97	±4	1	3	33	41	22	±8	3.8	±0.2	
USMCR	97	±4	1	11	31	39	17	±8	3.6	±0.2	
ANG	99	±1	2	5	30	43	20	±9	3.7	±0.2	
USAFR	99	±1	1	5	26	47	21	±9	3.8	±0.2	
Enlisted	99	±1	4	8	32	38	18	±4	3.6	±0.1	
E1 – E4	99	±1	5	9	36	35	16	±6	3.5	±0.2	
E5 – E9	98	±2	3	7	28	41	20	±5	3.7	±0.1	
Officers	98	±1	3	4	24	46	24	±5	3.8	±0.1	
AIAN	100	±1	1	5	34	44	15	±11	3.7	±0.2	
ARNG	99	±2	2	6	31	48	13	±16	3.6	±0.3	
USAR	100	±1	1	4	NR	NR	NR	±7	3.5	±0.3	
USNR	100	±0	1	3	NR	NR	15	±15	3.8	±0.3	
ANG	100	±0	1	2	NR	NR	NR	±3	NR		
USAFR	99	±2	1	4	21	NR	NR	±11	4.0	±0.3	
Enlisted	100	±1	1	5	37	44	14	±12	3.6	±0.2	
Officers	99	±1	NR	7	14	50	27	±16	3.9	±0.3	
ASIAN	99	±1	2	8	37	41	12	±5	3.5	±0.1	
ARNG	100	±1	2	9	37	40	12	±11	3.5	±0.2	
USAR	99	±2	3	9	45	34	9	±8	3.4	±0.2	
USNR	100	±1	1	8	31	42	18	±13	3.7	±0.3	
USMCR	94	±12	1	9	42	42	5	±14	3.4	±0.2	
ANG	99	±1	1	5	34	46	13	±5	3.6	±0.1	
USAFR	99	±3	2	3	21	56	19	±15	3.9	±0.2	
Enlisted	99	±2	2	9	38	39	12	±6	3.5	±0.1	
Officers	97	±3	1	5	28	52	14	±5	3.7	±0.1	
NHPI	99	±1	3	6	33	43	15	±11	3.6	±0.2	
ARNG	100	±1	3	2	NR	NR	NR	±7	3.7	±0.4	
USAR	99	±1	2	7	39	36	16	±7	3.6	±0.2	
USNR	100	±0	NR	NR	NR	NR	12	±16	NR		
ANG	100	±1	2	5	24	NR	11	±14	3.7	±0.2	
USAFR	99	±2	3	2	19	50	25	±11	3.9	±0.2	
Enlisted	99	±1	2	6	33	42	16	±13	3.6	±0.2	
Officers	99	±1	NR	4	NR	NR	11	±7	3.6	±0.4	
TWO OR MORE RACES	98	±4	1	8	26	48	17	±9	3.7	±0.2	
ARNG	96	±8	2	3	24	55	17	±15	3.8	±0.3	
USAR	100	±1	0	NR	NR	29	8	±17	3.2	±0.4	
USNR	97	±3	3	5	21	56	16	±15	3.8	±0.2	
USMCR	100	±0	NR	NR	NR	NR	8	±10	NR		
ANG	99	±1	1	2	22	NR	NR	±17	3.9	±0.3	
USAFR	100	±1	0	NR	20	NR	NR	±13	3.9	±0.3	
Enlisted	97	±4	1	8	27	48	16	±10	3.7	±0.2	
Officers	100	±1	0	7	18	51	24	±11	3.9	±0.2	
USCGR	99	±1	1	4	25	48	21	±4	3.9	±0.1	
White	99	±1	1	4	25	50	20	±5	3.8	±0.1	
Black	98	±4	0	5	32	39	24	±15	3.8	±0.3	
Hispanic	99	±3	NR	5	21	44	30	±11	4.0	±0.2	
Other Race/Ethnicity	100	±0	3	3	27	43	24	±9	3.8	±0.2	
Enlisted	99	±1	1	4	26	48	21	±5	3.8	±0.1	
E1 – E4	100	±0	2	6	26	47	20	±8	3.8	±0.2	
E5 – E9	99	±2	1	3	26	49	22	±5	3.9	±0.1	
Officers	98	±2	1	3	23	50	24	±7	3.9	±0.1	

NR: Not reportable

## 52. In the past month, how often have you...

## i. Been angered because of things that were outside of your control?

1. Never  
4. Fairly often

2. Almost never  
5. Very often

3. Sometimes

	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
TOTAL DOD	100	±1	11	27	43	14	6	±2	2.8	±0.1	
ARNG	100	±1	10	24	42	15	8	±3	2.9	±0.1	
USAR	100	±1	11	24	44	15	6	±3	2.8	±0.1	
USNR	99	±1	13	33	41	10	3	±4	2.6	±0.1	
USMCR	99	±1	10	27	39	17	7	±5	2.8	±0.1	
ANG	100	±1	13	34	41	9	3	±4	2.5	±0.1	
USAFR	99	±1	13	33	44	8	2	±4	2.5	±0.1	
Enlisted	100	±1	11	26	43	14	6	±2	2.8	±0.1	
E1 – E4	100	±1	12	23	41	16	8	±3	2.9	±0.1	
E5 – E9	100	±1	11	28	44	13	5	±3	2.7	±0.1	
Officers	100	±1	11	34	42	9	3	±2	2.6	±0.1	
O1 – O3	100	±1	11	32	44	10	3	±3	2.6	±0.1	
O4 – O6	100	±1	12	35	41	9	3	±3	2.6	±0.1	
Male	100	±1	11	27	42	14	6	±2	2.7	±0.1	
Female	100	±1	10	26	44	14	6	±3	2.8	±0.1	
AGR/FTS/AR	99	±1	9	29	44	12	6	±4	2.8	±0.1	
Other Selected Reserve	100	±1	11	27	42	14	6	±2	2.8	±0.1	
Reserve Unit	100	±1	11	27	42	14	6	±2	2.8	±0.1	
Military Technician	99	±1	10	30	43	12	4	±5	2.7	±0.1	
IMA	99	±1	12	37	44	6	1	±6	2.5	±0.1	
Not Activated Past 12 Months	100	±1	11	28	42	13	5	±2	2.7	±0.1	
Activated Past 12 Months	100	±1	10	25	42	16	7	±4	2.8	±0.1	
Not Deployed Past 12 Months	100	±1	11	28	43	13	5	±2	2.7	±0.1	
Deployed Past 12 Months	100	±1	12	23	42	16	8	±3	2.8	±0.1	
Deployed OIF/OEF	100	±1	12	22	41	17	8	±4	2.9	±0.1	
WHITE	100	±1	11	27	42	15	6	±2	2.8	±0.1	
ARNG	100	±1	9	23	42	18	8	±3	2.9	±0.1	
USAR	100	±1	10	23	44	16	6	±5	2.8	±0.1	
USNR	99	±1	12	33	41	11	3	±5	2.6	±0.1	
USMCR	99	±2	10	26	40	18	6	±6	2.9	±0.2	
ANG	100	±0	14	35	40	9	3	±5	2.5	±0.1	
USAFR	99	±1	14	32	45	8	2	±6	2.5	±0.1	
Enlisted	100	±1	11	25	42	16	6	±3	2.8	±0.1	
E1 – E4	100	±1	12	22	40	18	8	±4	2.9	±0.1	
E5 – E9	100	±1	10	27	43	14	5	±3	2.8	±0.1	
Officers	100	±1	11	34	43	10	3	±3	2.6	±0.1	
BLACK	99	±1	12	28	43	11	6	±3	2.7	±0.1	
ARNG	98	±1	11	26	43	10	9	±5	2.8	±0.1	
USAR	99	±1	11	27	45	12	6	±4	2.8	±0.1	
USNR	100	±1	14	29	44	9	3	±4	2.6	±0.1	
USMCR	100	±0	7	32	36	14	11	±10	2.9	±0.3	
ANG	100	±1	14	32	41	9	4	±4	2.6	±0.1	
USAFR	99	±1	18	32	41	6	3	±3	2.4	±0.1	
Enlisted	99	±1	12	27	43	11	7	±3	2.7	±0.1	
E1 – E4	99	±1	11	24	44	12	9	±5	2.8	±0.1	
E5 – E9	99	±1	12	29	43	10	6	±3	2.7	±0.1	
Officers	100	±1	14	34	41	8	2	±3	2.5	±0.1	

Note. Percent responding are Reserve component members who answered the question.



52i. Continued	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
HISPANIC	100	±1	14	28	42	11	5	±3	2.7	±0.1	
ARNG	100	±1	16	28	41	8	7	±6	2.6	±0.2	
USAR	100	±1	12	22	43	16	7	±6	2.8	±0.2	
USNR	100	±1	17	34	40	8	1	±8	2.4	±0.2	
USMCR	100	±0	9	30	40	14	7	±9	2.8	±0.2	
ANG	100	±1	15	28	45	9	3	±9	2.6	±0.2	
USAFR	100	±1	8	38	45	7	1	±9	2.6	±0.2	
Enlisted	100	±1	14	27	42	11	6	±4	2.7	±0.1	
E1 – E4	100	±0	13	26	41	12	8	±6	2.8	±0.2	
E5 – E9	100	±1	14	28	43	11	4	±5	2.6	±0.1	
Officers	99	±1	16	33	40	9	3	±5	2.5	±0.1	
AIAN	100	±1	12	25	46	13	4	±11	2.7	±0.2	
ARNG	100	±0	13	20	58	7	2	±16	2.7	±0.3	
USAR	100	±1	6	NR	17	NR	NR	±12	3.2	±0.6	
USNR	100	±0	NR	NR	27	7	4	±16	2.3	±0.5	
ANG	100	±1	4	NR	NR	4	1	±5	2.6	±0.4	
USAFR	99	±2	NR	24	NR	4	0	±12	2.3	±0.4	
Enlisted	100	±1	11	24	48	13	4	±12	2.7	±0.3	
Officers	100	±1	15	31	31	16	6	±16	2.7	±0.4	
ASIAN	100	±1	11	25	48	10	6	±5	2.8	±0.2	
ARNG	100	±1	8	22	48	11	12	±11	3.0	±0.3	
USAR	100	±1	11	19	55	10	5	±12	2.8	±0.2	
USNR	100	±1	12	36	43	6	2	±11	2.5	±0.2	
USMCR	100	±0	NR	16	38	18	NR	±13	2.8	±0.5	
ANG	99	±1	12	29	48	10	2	±5	2.6	±0.1	
USAFR	100	±1	9	39	47	5	1	±15	2.5	±0.2	
Enlisted	100	±1	11	24	48	10	7	±6	2.8	±0.2	
Officers	100	±1	8	33	48	7	4	±5	2.7	±0.1	
NHPI	100	±1	11	27	48	8	7	±13	2.7	±0.3	
ARNG	100	±1	NR	NR	NR	6	8	±12	2.7	±0.5	
USAR	100	±1	7	18	50	13	12	±8	3.0	±0.2	
USNR	100	±0	8	NR	NR	6	NR	±13	2.3	±0.3	
ANG	100	±0	6	NR	NR	6	0	±7	2.6	±0.2	
USAFR	99	±2	13	36	46	3	2	±11	2.5	±0.2	
Enlisted	100	±1	11	26	48	8	7	±14	2.8	±0.3	
Officers	100	±0	NR	NR	NR	7	1	±6	2.5	±0.3	
TWO OR MORE RACES	100	±1	7	32	41	16	5	±9	2.8	±0.2	
ARNG	100	±0	2	32	44	16	5	±16	2.9	±0.3	
USAR	100	±0	NR	NR	29	NR	3	±17	2.7	±0.5	
USNR	98	±3	7	23	40	NR	8	±14	3.0	±0.4	
USMCR	100	±0	4	NR	NR	4	NR	±8	NR		
ANG	100	±1	7	NR	NR	5	1	±5	2.6	±0.2	
USAFR	100	±0	5	NR	NR	9	3	±12	2.7	±0.3	
Enlisted	100	±1	6	30	43	16	5	±10	2.8	±0.2	
Officers	100	±1	10	39	34	12	4	±11	2.6	±0.3	
USCGR	99	±1	12	31	45	9	2	±4	2.6	±0.1	
White	99	±1	12	31	47	9	1	±5	2.6	±0.1	
Black	100	±0	8	42	42	NR	4	±15	2.5	±0.3	
Hispanic	100	±0	17	32	39	9	3	±11	2.5	±0.2	
Other Race/Ethnicity	98	±4	11	34	37	11	7	±9	2.7	±0.2	
Enlisted	99	±1	13	31	45	9	2	±5	2.6	±0.1	
E1 – E4	99	±2	15	24	48	12	1	±8	2.6	±0.2	
E5 – E9	99	±2	11	36	43	7	2	±5	2.5	±0.1	
Officers	100	±0	11	34	45	9	2	±7	2.6	±0.2	

NR: Not reportable

## 52. In the past month, how often have you...

## j. Felt difficulties were piling up so high that you could not overcome them?

1. Never  
4. Fairly often

2. Almost never  
5. Very often

3. Sometimes

	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
TOTAL DOD	100	±1	28	37	26	6	3	±2	2.2	±0.1	
ARNG	100	±1	26	38	26	7	4	±3	2.2	±0.1	
USAR	100	±1	26	35	28	8	3	±3	2.3	±0.1	
USNR	99	±1	28	39	25	7	1	±4	2.1	±0.1	
USMCR	99	±2	27	33	29	8	3	±5	2.3	±0.1	
ANG	100	±1	35	35	25	4	1	±4	2.0	±0.1	
USAFR	100	±1	32	42	22	3	0	±4	2.0	±0.1	
Enlisted	100	±1	27	36	27	7	3	±2	2.2	±0.1	
E1 – E4	100	±1	26	33	28	7	5	±3	2.3	±0.1	
E5 – E9	100	±1	27	39	26	6	2	±2	2.2	±0.1	
Officers	100	±1	32	41	22	5	1	±2	2.0	±0.1	
O1 – O3	100	±1	31	40	22	5	1	±3	2.0	±0.1	
O4 – O6	100	±1	32	41	22	4	1	±3	2.0	±0.1	
Male	100	±1	28	38	26	6	2	±2	2.2	±0.1	
Female	100	±1	25	34	30	8	4	±3	2.3	±0.1	
AGR/FTS/AR	100	±1	28	37	26	6	2	±4	2.2	±0.1	
Other Selected Reserve	100	±1	28	37	26	6	3	±2	2.2	±0.1	
Reserve Unit	100	±1	27	37	26	7	3	±2	2.2	±0.1	
Military Technician	100	±1	28	39	25	6	2	±5	2.2	±0.1	
IMA	99	±1	37	40	19	3	1	±6	1.9	±0.1	
Not Activated Past 12 Months	100	±1	27	38	26	6	3	±2	2.2	±0.1	
Activated Past 12 Months	100	±1	29	35	24	9	3	±4	2.2	±0.1	
Not Deployed Past 12 Months	100	±1	27	38	26	6	3	±2	2.2	±0.1	
Deployed Past 12 Months	100	±1	29	36	26	7	3	±3	2.2	±0.1	
Deployed OIF/OEF	100	±1	29	36	26	7	2	±4	2.2	±0.1	
WHITE	100	±1	28	38	25	7	2	±2	2.2	±0.1	
ARNG	100	±1	26	39	25	7	3	±3	2.2	±0.1	
USAR	100	±1	27	36	26	8	3	±5	2.2	±0.1	
USNR	99	±1	29	39	24	7	1	±5	2.1	±0.1	
USMCR	98	±2	28	34	28	7	3	±6	2.3	±0.2	
ANG	100	±1	36	34	25	4	0	±5	2.0	±0.1	
USAFR	100	±1	32	42	23	3	0	±6	2.0	±0.1	
Enlisted	100	±1	28	37	26	7	3	±3	2.2	±0.1	
E1 – E4	100	±1	27	35	27	8	4	±4	2.3	±0.1	
E5 – E9	100	±1	28	39	25	7	1	±3	2.1	±0.1	
Officers	100	±1	32	41	22	5	1	±3	2.0	±0.1	
BLACK	99	±1	28	35	27	6	4	±3	2.2	±0.1	
ARNG	99	±1	28	33	27	6	6	±4	2.3	±0.1	
USAR	99	±1	25	35	30	6	4	±4	2.3	±0.1	
USNR	99	±1	28	39	26	6	2	±5	2.2	±0.1	
USMCR	100	±1	23	33	33	7	4	±9	2.4	±0.2	
ANG	100	±1	35	37	21	5	1	±4	2.0	±0.1	
USAFR	99	±1	36	38	22	3	2	±3	2.0	±0.1	
Enlisted	99	±1	27	34	28	6	4	±3	2.3	±0.1	
E1 – E4	100	±1	27	30	29	7	7	±5	2.4	±0.1	
E5 – E9	99	±1	28	37	27	5	3	±3	2.2	±0.1	
Officers	99	±1	34	40	21	3	2	±3	2.0	±0.1	

Note. Percent responding are Reserve component members who answered the question.

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52j. Continued	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
HISPANIC	99	±1	27	35	29	7	2	±3	2.2	±0.1	
ARNG	99	±1	28	34	31	5	2	±6	2.2	±0.2	
USAR	99	±1	24	32	30	11	3	±6	2.4	±0.2	
USNR	100	±1	28	36	29	6	1	±8	2.2	±0.2	
USMCR	100	±1	23	38	26	11	2	±8	2.3	±0.2	
ANG	100	±1	31	36	28	3	2	±9	2.1	±0.2	
USAFR	100	±1	29	44	21	5	1	±9	2.0	±0.2	
Enlisted	100	±1	26	34	30	7	2	±4	2.3	±0.1	
E1 – E4	100	±1	26	30	34	8	3	±5	2.3	±0.2	
E5 – E9	99	±1	27	37	27	7	2	±4	2.2	±0.1	
Officers	99	±1	33	42	20	4	1	±5	2.0	±0.1	
AIAN	100	±1	25	36	27	6	6	±11	2.3	±0.3	
ARNG	100	±1	26	36	29	7	2	±16	2.3	±0.3	
USAR	100	±1	NR	NR	21	8	NR	±15	NR		
USNR	100	±0	NR	NR	NR	5	2	±6	2.1	±0.5	
ANG	100	±0	NR	NR	NR	2	1	±4	NR		
USAFR	100	±0	NR	NR	11	3	0	±8	1.8	±0.3	
Enlisted	100	±1	24	36	27	6	6	±12	2.3	±0.3	
Officers	100	±0	28	39	19	10	4	±15	2.2	±0.3	
ASIAN	100	±1	20	36	35	5	3	±5	2.3	±0.1	
ARNG	100	±1	21	33	36	5	6	±12	2.4	±0.3	
USAR	100	±1	18	33	39	6	4	±9	2.4	±0.2	
USNR	100	±0	17	45	33	4	1	±10	2.3	±0.2	
USMCR	100	±1	28	20	41	9	2	±16	2.4	±0.3	
ANG	99	±1	21	40	34	3	1	±5	2.2	±0.1	
USAFR	100	±1	24	51	23	2	1	±14	2.1	±0.2	
Enlisted	100	±1	21	35	35	5	4	±6	2.4	±0.2	
Officers	100	±1	20	41	33	6	1	±5	2.3	±0.1	
NHPI	100	±1	19	39	35	4	3	±11	2.3	±0.2	
ARNG	100	±1	NR	NR	NR	NR	NR		2.3	±0.5	
USAR	100	±1	15	25	47	7	5	±7	2.6	±0.2	
USNR	100	±0	12	NR	NR	NR	NR	±16	2.2	±0.3	
ANG	100	±1	22	NR	27	1	0	±18	2.1	±0.2	
USAFR	99	±1	26	39	32	1	1	±11	2.1	±0.2	
Enlisted	100	±1	18	38	37	4	3	±13	2.4	±0.2	
Officers	100	±0	NR	NR	19	3	1	±10	2.0	±0.3	
TWO OR MORE RACES	100	±1	22	41	25	8	4	±9	2.3	±0.2	
ARNG	100	±0	18	47	26	6	4	±17	2.3	±0.3	
USAR	100	±0	NR	NR	NR	NR	1	±2	2.5	±0.5	
USNR	98	±3	22	31	24	NR	2	±13	2.5	±0.5	
USMCR	100	±0	NR	5	NR	6	NR	±14	NR		
ANG	99	±1	NR	NR	21	2	NR	±17	2.1	±0.4	
USAFR	100	±0	24	NR	21	3	1	±18	2.1	±0.3	
Enlisted	100	±1	20	41	26	9	4	±10	2.4	±0.2	
Officers	100	±1	36	39	20	4	0	±11	1.9	±0.2	
USCGR	99	±1	30	40	26	2	1	±4	2.0	±0.1	
White	99	±1	31	39	27	2	1	±5	2.0	±0.1	
Black	100	±0	32	40	21	3	4	±15	2.1	±0.3	
Hispanic	100	±0	24	47	23	3	2	±11	2.1	±0.2	
Other Race/Ethnicity	98	±4	25	44	22	7	1	±9	2.2	±0.2	
Enlisted	99	±1	30	40	26	2	1	±5	2.0	±0.1	
E1 – E4	100	±0	28	36	33	0	2	±8	2.1	±0.2	
E5 – E9	99	±2	32	44	21	3	1	±5	2.0	±0.1	
Officers	100	±0	29	40	24	6	1	±7	2.1	±0.2	

NR: Not reportable

52. Perceived Stress scale: Constructed from Q52a-j. Perceived Stress can be defined as Reserve component members' stress levels, measured by emotional experiences/reactions in the month prior to taking the survey.

	Percent Responding		Mean	Max ME	Perceived Stress
TOTAL DOD	96	±1	14.6	±0.2	
ARNG	96	±1	15.2	±0.4	
USAR	96	±1	15.2	±0.4	
USNR	96	±2	13.5	±0.5	
USMCR	97	±2	15.3	±0.6	
ANG	96	±2	12.9	±0.5	
USAFR	96	±2	12.6	±0.5	
Enlisted	96	±1	14.9	±0.3	
E1 – E4	97	±1	15.6	±0.4	
E5 – E9	95	±1	14.3	±0.3	
Officers	97	±1	12.9	±0.2	
O1 – O3	97	±2	13.3	±0.3	
O4 – O6	97	±1	12.6	±0.3	
Male	96	±1	14.4	±0.3	
Female	96	±2	15.3	±0.4	
AGR/FTS/AR	95	±2	14.3	±0.5	
Other Selected Reserve	96	±1	14.6	±0.2	
Reserve Unit	96	±1	14.7	±0.2	
Military Technician	96	±2	14.3	±0.7	
IMA	97	±2	11.8	±0.6	
Not Activated Past 12 Months	96	±1	14.4	±0.3	
Activated Past 12 Months	97	±2	15.0	±0.5	
Not Deployed Past 12 Months	96	±1	14.4	±0.3	
Deployed Past 12 Months	96	±1	14.9	±0.4	
Deployed OIF/OEF	96	±2	15.2	±0.5	
WHITE	97	±1	14.4	±0.3	
ARNG	97	±2	15.1	±0.5	
USAR	98	±2	14.8	±0.6	
USNR	97	±2	13.5	±0.6	
USMCR	97	±2	15.1	±0.8	
ANG	96	±2	12.8	±0.6	
USAFR	96	±3	12.5	±0.6	
Enlisted	97	±1	14.7	±0.3	
E1 – E4	98	±1	15.4	±0.5	
E5 – E9	96	±2	14.2	±0.4	
Officers	97	±1	12.9	±0.3	
BLACK	94	±2	14.9	±0.3	
ARNG	93	±3	15.4	±0.6	
USAR	93	±3	15.4	±0.5	
USNR	95	±2	13.7	±0.5	
USMCR	97	±2	16.3	±0.9	
ANG	95	±2	13.1	±0.5	
USAFR	95	±2	12.5	±0.4	
Enlisted	93	±2	15.1	±0.4	
E1 – E4	95	±3	16.2	±0.6	
E5 – E9	93	±2	14.4	±0.4	
Officers	94	±3	12.7	±0.4	

Note. Percent responding are Reserve component members who answered the question. The scale ranges from 0 to 40. A higher score indicates a higher level of stress. Cronbach's coefficient alpha = 0.86.

52. Continued	Percent Responding		Mean	Max ME	Perceived Stress
HISPANIC	95	±2	14.8	±0.5	
ARNG	95	±3	15.1	±0.8	
USAR	95	±2	15.6	±0.8	
USNR	94	±4	13.1	±1.1	
USMCR	95	±4	15.5	±1.3	
ANG	96	±2	13.4	±1.1	
USAFR	97	±2	13.3	±0.8	
Enlisted	95	±2	15.0	±0.5	
E1 – E4	96	±2	15.6	±0.8	
E5 – E9	94	±2	14.5	±0.6	
Officers	95	±2	12.8	±0.6	
AIAN	91	±8	15.7	±1.2	
ARNG	89	±12	15.9	±1.4	
USAR	98	±3	18.6	±3.4	
USNR	99	±2	12.5	±2.0	
ANG	81	±31	13.4	±2.4	
USAFR	97	±3	11.4	±2.1	
Enlisted	91	±8	16.0	±1.3	
Officers	97	±3	13.4	±2.4	
ASIAN	97	±2	15.5	±0.7	
ARNG	97	±2	16.1	±1.7	
USAR	97	±2	16.6	±0.7	
USNR	98	±1	14.3	±1.4	
USMCR	93	±12	16.6	±2.0	
ANG	96	±2	14.3	±0.6	
USAFR	97	±3	13.1	±0.8	
Enlisted	97	±2	15.8	±0.8	
Officers	96	±3	14.3	±0.6	
NHPI	98	±1	15.2	±1.4	
ARNG	99	±2	15.2	±3.3	
USAR	97	±2	17.2	±0.7	
USNR	100	±0	15.8	±2.0	
ANG	97	±2	13.2	±1.6	
USAFR	96	±4	12.3	±1.1	
Enlisted	98	±1	15.4	±1.6	
Officers	96	±3	13.6	±2.0	
TWO OR MORE RACES	94	±5	15.1	±1.1	
ARNG	95	±8	15.6	±1.6	
USAR	85	±18	17.0	±3.0	
USNR	95	±4	15.3	±1.5	
USMCR	100	±0	NR		
ANG	98	±2	12.8	±2.1	
USAFR	96	±3	13.1	±1.7	
Enlisted	93	±6	15.4	±1.2	
Officers	98	±3	12.9	±1.4	
USCGR	96	±2	13.0	±0.5	
White	97	±2	13.0	±0.6	
Black	92	±8	13.7	±1.6	
Hispanic	93	±6	12.4	±1.2	
Other Race/Ethnicity	92	±6	13.8	±1.3	
Enlisted	96	±2	13.0	±0.5	
E1 – E4	97	±3	13.5	±0.9	
E5 – E9	96	±3	12.5	±0.6	
Officers	96	±3	12.9	±0.8	

NR: Not reportable

53. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or DoD/DHS civilian employees and/or contractors in your military workplace or on your installation/ship...

a. Made unwelcome attempts to draw you into an offensive discussion of racial/ethnic matters?

1. Never  
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL DOD	100	±1	86	9	4	1	±1	1.2	±0.1	
ARNG	99	±1	85	9	5	1	±2	1.2	±0.1	
USAR	99	±1	85	9	4	1	±2	1.2	±0.1	
USNR	100	±1	87	8	4	1	±3	1.2	±0.1	
USMCR	99	±1	85	9	3	2	±4	1.2	±0.1	
ANG	100	±1	91	6	2	1	±3	1.1	±0.1	
USAFR	100	±1	88	7	4	1	±3	1.2	±0.1	
Enlisted	100	±1	85	9	4	1	±2	1.2	±0.1	
E1 – E4	100	±1	85	8	5	2	±2	1.2	±0.1	
E5 – E9	100	±1	86	9	4	1	±2	1.2	±0.1	
Officers	100	±1	91	7	2	0	±1	1.1	±0.1	
O1 – O3	100	±1	88	8	3	1	±2	1.2	±0.1	
O4 – O6	100	±1	93	5	1	0	±2	1.1	±0.1	
Male	100	±1	86	8	4	1	±2	1.2	±0.1	
Female	100	±1	85	9	4	1	±2	1.2	±0.1	
AGR/FTS/AR	100	±1	84	10	5	1	±3	1.2	±0.1	
Other Selected Reserve	100	±1	86	8	4	1	±1	1.2	±0.1	
Reserve Unit	100	±1	86	9	4	1	±1	1.2	±0.1	
Military Technician	99	±1	88	8	3	1	±4	1.2	±0.1	
IMA	99	±1	92	5	3	0	±3	1.1	±0.1	
Not Activated Past 12 Months	100	±1	88	8	3	1	±2	1.2	±0.1	
Activated Past 12 Months	100	±1	83	10	5	1	±3	1.2	±0.1	
Not Deployed Past 12 Months	100	±1	88	7	3	1	±1	1.2	±0.1	
Deployed Past 12 Months	100	±1	80	12	6	2	±3	1.3	±0.1	
Deployed OIF/OEF	100	±1	80	13	6	2	±3	1.3	±0.1	
WHITE	100	±1	89	7	3	1	±2	1.1	±0.1	
ARNG	99	±1	88	8	3	1	±3	1.2	±0.1	
USAR	100	±1	89	7	2	1	±3	1.1	±0.1	
USNR	100	±0	90	7	3	0	±4	1.1	±0.1	
USMCR	99	±2	89	8	2	2	±5	1.2	±0.1	
ANG	100	±1	93	5	1	1	±3	1.1	±0.1	
USAFR	100	±1	91	6	3	0	±4	1.1	±0.1	
Enlisted	100	±1	89	8	3	1	±2	1.2	±0.1	
E1 – E4	100	±1	88	7	3	1	±3	1.2	±0.1	
E5 – E9	100	±1	89	8	2	1	±2	1.1	±0.1	
Officers	100	±1	93	5	2	0	±2	1.1	±0.1	
BLACK	99	±1	78	12	7	2	±2	1.3	±0.1	
ARNG	99	±1	76	13	8	3	±4	1.4	±0.1	
USAR	99	±1	78	13	7	2	±4	1.3	±0.1	
USNR	99	±1	83	10	5	2	±3	1.3	±0.1	
USMCR	100	±1	75	15	7	3	±9	1.4	±0.2	
ANG	100	±1	81	10	7	1	±3	1.3	±0.1	
USAFR	99	±1	84	10	5	1	±3	1.2	±0.1	
Enlisted	99	±1	78	12	7	2	±2	1.3	±0.1	
E1 – E4	99	±1	80	11	7	2	±4	1.3	±0.1	
E5 – E9	99	±1	77	13	7	2	±3	1.3	±0.1	
Officers	99	±1	79	14	6	1	±3	1.3	±0.1	

Note. Percent responding are Reserve component members who answered the question.

53a. Continued	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
HISPANIC	100	±1	81	10	7	2	±3	1.3	±0.1	
ARNG	100	±1	77	12	9	2	±6	1.4	±0.1	
USAR	99	±1	80	10	7	3	±5	1.3	±0.1	
USNR	100	±0	87	7	5	1	±5	1.2	±0.1	
USMCR	100	±1	83	12	2	3	±8	1.2	±0.2	
ANG	100	±1	87	10	2	1	±8	1.2	±0.1	
USAFR	100	±1	84	8	5	4	±10	1.3	±0.2	
Enlisted	100	±1	80	10	7	2	±3	1.3	±0.1	
E1 – E4	99	±1	81	9	6	3	±5	1.3	±0.1	
E5 – E9	100	±1	79	11	8	1	±4	1.3	±0.1	
Officers	100	±1	86	10	3	1	±3	1.2	±0.1	
AIAN	100	±1	88	8	3	1	±6	1.2	±0.1	
ARNG	100	±1	85	11	3	1	±12	1.2	±0.1	
USAR	100	±0	92	6	2	0	±6	1.1	±0.1	
USNR	100	±0	90	8	2	0	±11	1.1	±0.1	
ANG	100	±1	96	2	1	1	±5	1.1	±0.1	
USAFR	99	±2	92	4	3	1	±6	1.1	±0.1	
Enlisted	100	±1	88	8	2	1	±7	1.2	±0.1	
Officers	100	±0	87	7	5	1	±12	1.2	±0.2	
ASIAN	100	±1	76	12	8	4	±5	1.4	±0.1	
ARNG	99	±1	72	9	12	7	±13	1.6	±0.3	
USAR	100	±1	81	12	7	1	±5	1.3	±0.1	
USNR	100	±1	77	11	5	NR	±10	1.4	±0.3	
USMCR	99	±2	59	19	NR	3	±15	1.7	±0.3	
ANG	100	±1	86	10	4	0	±3	1.2	±0.1	
USAFR	100	±1	NR	NR	1	0	±1	1.3	±0.2	
Enlisted	100	±1	74	12	9	4	±6	1.4	±0.2	
Officers	100	±1	84	11	4	1	±5	1.2	±0.1	
NHPI	100	±1	83	13	3	1	±12	1.2	±0.1	
ARNG	100	±1	NR	NR	1	0	±3	1.2	±0.3	
USAR	100	±1	85	9	6	1	±4	1.2	±0.1	
USNR	100	±0	NR	NR	9	NR	±15	NR		
ANG	100	±0	89	8	2	1	±8	1.1	±0.1	
USAFR	100	±0	94	4	1	1	±7	1.1	±0.1	
Enlisted	100	±1	82	14	3	1	±14	1.2	±0.1	
Officers	100	±0	92	6	1	1	±6	1.1	±0.1	
TWO OR MORE RACES	100	±1	82	10	7	2	±8	1.3	±0.2	
ARNG	100	±0	86	8	3	3	±10	1.2	±0.2	
USAR	100	±0	NR	NR	NR	0	±1	1.4	±0.4	
USNR	99	±2	87	8	4	0	±8	1.2	±0.1	
USMCR	100	±0	NR	NR	NR	1	±5	1.1	±0.2	
ANG	99	±1	90	6	3	1	±7	1.1	±0.1	
USAFR	100	±1	NR	6	NR	0	±7	1.4	±0.4	
Enlisted	100	±1	81	10	7	2	±9	1.3	±0.2	
Officers	100	±1	86	10	4	0	±8	1.2	±0.1	
USCGR	100	±1	90	7	2	0	±3	1.1	±0.1	
White	99	±1	92	6	1	0	±3	1.1	±0.1	
Black	100	±0	74	16	7	NR	±15	1.4	±0.3	
Hispanic	100	±0	81	11	8	NR	±10	1.3	±0.2	
Other Race/Ethnicity	99	±1	90	7	2	1	±5	1.1	±0.1	
Enlisted	100	±1	90	7	2	0	±3	1.1	±0.1	
E1 – E4	99	±2	90	7	2	1	±6	1.1	±0.1	
E5 – E9	100	±1	90	7	3	0	±4	1.1	±0.1	
Officers	99	±1	91	8	1	0	±5	1.1	±0.1	

NR: Not reportable

53. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or DoD/DHS civilian employees and/or contractors in your military workplace or on your installation/ship...

b. Told stories or jokes which were racist or depicted your race/ethnicity negatively?

1. Never  
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL DOD	99	±1	79	14	5	2	±2	1.3	±0.1	
ARNG	99	±1	76	16	6	3	±2	1.4	±0.1	
USAR	99	±1	80	14	5	1	±3	1.3	±0.1	
USNR	99	±1	83	11	4	2	±3	1.2	±0.1	
USMCR	99	±1	74	14	7	4	±4	1.4	±0.1	
ANG	100	±1	85	10	4	1	±3	1.2	±0.1	
USAFR	100	±1	85	9	4	1	±3	1.2	±0.1	
Enlisted	99	±1	78	14	6	2	±2	1.3	±0.1	
E1 – E4	99	±1	76	14	7	3	±3	1.4	±0.1	
E5 – E9	100	±1	79	14	5	2	±2	1.3	±0.1	
Officers	100	±1	86	11	3	0	±2	1.2	±0.1	
O1 – O3	100	±1	81	14	4	1	±3	1.2	±0.1	
O4 – O6	100	±1	89	8	2	0	±2	1.1	±0.1	
Male	100	±1	79	14	5	2	±2	1.3	±0.1	
Female	99	±1	80	13	5	2	±3	1.3	±0.1	
AGR/FTS/AR	99	±1	81	12	5	2	±3	1.3	±0.1	
Other Selected Reserve	99	±1	79	14	5	2	±2	1.3	±0.1	
Reserve Unit	99	±1	79	14	5	2	±2	1.3	±0.1	
Military Technician	100	±1	80	13	5	1	±5	1.3	±0.1	
IMA	99	±1	87	9	4	0	±4	1.2	±0.1	
Not Activated Past 12 Months	99	±1	81	13	4	2	±2	1.3	±0.1	
Activated Past 12 Months	99	±1	77	15	5	3	±3	1.3	±0.1	
Not Deployed Past 12 Months	99	±1	81	12	5	2	±2	1.3	±0.1	
Deployed Past 12 Months	100	±1	73	17	7	3	±3	1.4	±0.1	
Deployed OIF/OEF	100	±1	73	17	7	3	±3	1.4	±0.1	
WHITE	100	±1	83	12	4	1	±2	1.2	±0.1	
ARNG	100	±1	79	14	4	2	±3	1.3	±0.1	
USAR	99	±1	85	13	2	0	±4	1.2	±0.1	
USNR	99	±1	88	8	3	1	±4	1.2	±0.1	
USMCR	99	±2	78	11	6	4	±6	1.4	±0.1	
ANG	100	±1	87	8	4	1	±4	1.2	±0.1	
USAFR	100	±1	90	5	4	1	±4	1.2	±0.1	
Enlisted	100	±1	82	12	4	2	±2	1.3	±0.1	
E1 – E4	99	±1	79	13	5	3	±3	1.3	±0.1	
E5 – E9	100	±1	84	12	3	1	±3	1.2	±0.1	
Officers	100	±1	89	9	2	0	±2	1.1	±0.1	
BLACK	99	±1	73	16	8	3	±2	1.4	±0.1	
ARNG	99	±1	69	17	10	4	±4	1.5	±0.1	
USAR	99	±1	74	16	8	2	±4	1.4	±0.1	
USNR	99	±1	79	14	6	2	±3	1.3	±0.1	
USMCR	100	±1	67	21	7	5	±9	1.5	±0.2	
ANG	99	±1	76	15	7	2	±3	1.3	±0.1	
USAFR	99	±1	80	14	4	1	±3	1.3	±0.1	
Enlisted	99	±1	73	16	8	3	±3	1.4	±0.1	
E1 – E4	99	±1	73	14	9	4	±5	1.4	±0.1	
E5 – E9	99	±1	72	18	8	2	±3	1.4	±0.1	
Officers	99	±1	76	18	6	1	±3	1.3	±0.1	

Note. Percent responding are Reserve component members who answered the question.



53b. Continued	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
HISPANIC	99	±1	69	19	9	3	±3	1.5	±0.1	
ARNG	100	±1	63	24	10	4	±6	1.5	±0.1	
USAR	99	±1	73	14	9	3	±5	1.4	±0.1	
USNR	100	±1	72	16	9	3	±7	1.4	±0.2	
USMCR	100	±0	67	20	9	4	±8	1.5	±0.2	
ANG	99	±1	71	22	6	1	±9	1.4	±0.1	
USAFR	100	±1	73	18	6	3	±10	1.4	±0.2	
Enlisted	99	±1	68	20	9	4	±4	1.5	±0.1	
E1 – E4	99	±1	67	19	10	4	±6	1.5	±0.1	
E5 – E9	100	±1	68	21	8	3	±5	1.5	±0.1	
Officers	100	±1	75	17	7	1	±4	1.3	±0.1	
AIAN	100	±1	80	13	6	1	±9	1.3	±0.1	
ARNG	100	±1	78	13	9	1	±13	1.3	±0.2	
USAR	100	±1	NR	NR	3	1	±3	1.3	±0.3	
USNR	100	±0	88	8	3	1	±11	1.2	±0.2	
ANG	100	±1	92	6	2	0	±8	1.1	±0.1	
USAFR	99	±2	86	9	4	1	±9	1.2	±0.2	
Enlisted	100	±1	80	13	6	1	±10	1.3	±0.2	
Officers	100	±0	78	13	8	1	±12	1.3	±0.2	
ASIAN	100	±1	64	20	12	3	±5	1.5	±0.1	
ARNG	99	±1	56	18	20	6	±12	1.8	±0.3	
USAR	100	±1	70	19	10	1	±6	1.4	±0.1	
USNR	100	±1	65	23	7	NR	±10	1.5	±0.3	
USMCR	99	±2	52	26	18	3	±15	1.7	±0.3	
ANG	100	±1	76	15	8	1	±4	1.3	±0.1	
USAFR	100	±1	72	24	3	1	±18	1.3	±0.2	
Enlisted	100	±1	62	20	14	4	±6	1.6	±0.2	
Officers	100	±1	75	18	6	0	±5	1.3	±0.1	
NHPI	100	±1	71	25	3	1	±13	1.3	±0.2	
ARNG	100	±1	NR	NR	0	1	±3	1.4	±0.3	
USAR	100	±1	76	15	8	1	±5	1.3	±0.1	
USNR	100	±0	NR	NR	4	NR	±11	NR		
ANG	100	±0	76	NR	2	1	±18	1.3	±0.2	
USAFR	100	±0	82	15	2	0	±10	1.2	±0.1	
Enlisted	100	±1	71	25	3	1	±15	1.3	±0.2	
Officers	100	±1	NR	NR	2	1	±3	1.3	±0.2	
TWO OR MORE RACES	100	±1	74	17	5	4	±8	1.4	±0.2	
ARNG	100	±1	73	16	7	5	±14	1.4	±0.3	
USAR	100	±0	NR	NR	2	NR	±2	1.5	±0.5	
USNR	99	±2	77	15	6	1	±12	1.3	±0.2	
USMCR	100	±0	NR	NR	7	2	±11	1.5	±0.4	
ANG	99	±1	83	11	4	2	±12	1.2	±0.2	
USAFR	100	±1	NR	NR	2	0	±3	1.3	±0.2	
Enlisted	100	±1	74	16	5	5	±9	1.4	±0.2	
Officers	100	±1	73	21	4	2	±12	1.3	±0.2	
USCGR	99	±1	83	12	4	1	±3	1.2	±0.1	
White	99	±1	87	10	2	1	±4	1.2	±0.1	
Black	100	±0	69	15	13	NR	±15	1.5	±0.3	
Hispanic	100	±0	66	24	8	2	±11	1.5	±0.2	
Other Race/Ethnicity	99	±1	76	16	5	3	±9	1.3	±0.2	
Enlisted	100	±1	82	13	4	1	±4	1.2	±0.1	
E1 – E4	99	±2	81	13	3	2	±7	1.3	±0.1	
E5 – E9	100	±1	82	12	5	0	±4	1.2	±0.1	
Officers	98	±2	90	9	0	0	±5	1.1	±0.1	

NR: Not reportable

53. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or DoD/DHS civilian employees and/or contractors in your military workplace or on your installation/ship...

c. Were condescending to you because of your race/ethnicity?

1. Never  
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL DOD	99	±1	89	6	4	1	±1	1.2	±0.1	
ARNG	99	±1	89	6	4	2	±2	1.2	±0.1	
USAR	99	±1	87	8	4	1	±2	1.2	±0.1	
USNR	99	±1	89	5	4	1	±2	1.2	±0.1	
USMCR	99	±2	89	7	3	1	±3	1.2	±0.1	
ANG	99	±1	93	4	3	0	±2	1.1	±0.1	
USAFR	99	±1	91	5	3	1	±3	1.1	±0.1	
Enlisted	99	±1	88	6	4	1	±1	1.2	±0.1	
E1 – E4	99	±1	88	6	4	2	±2	1.2	±0.1	
E5 – E9	99	±1	89	6	4	1	±2	1.2	±0.1	
Officers	99	±1	93	5	2	0	±1	1.1	±0.1	
O1 – O3	99	±1	90	6	3	1	±2	1.1	±0.1	
O4 – O6	99	±1	94	4	1	0	±1	1.1	±0.1	
Male	99	±1	89	6	4	1	±1	1.2	±0.1	
Female	99	±1	88	7	4	1	±2	1.2	±0.1	
AGR/FTS/AR	100	±1	88	7	4	1	±3	1.2	±0.1	
Other Selected Reserve	99	±1	89	6	4	1	±1	1.2	±0.1	
Reserve Unit	99	±1	89	6	4	1	±1	1.2	±0.1	
Military Technician	100	±1	90	7	3	1	±3	1.1	±0.1	
IMA	99	±2	93	3	3	1	±4	1.1	±0.1	
Not Activated Past 12 Months	99	±1	91	5	3	1	±1	1.1	±0.1	
Activated Past 12 Months	99	±1	86	7	5	2	±3	1.2	±0.1	
Not Deployed Past 12 Months	99	±1	91	5	3	1	±1	1.1	±0.1	
Deployed Past 12 Months	99	±1	85	8	6	2	±2	1.2	±0.1	
Deployed OIF/OEF	100	±1	84	8	6	2	±3	1.2	±0.1	
WHITE	99	±1	94	3	2	0	±1	1.1	±0.1	
ARNG	99	±1	93	4	2	1	±2	1.1	±0.1	
USAR	99	±1	94	4	2	0	±3	1.1	±0.1	
USNR	99	±1	94	3	3	0	±4	1.1	±0.1	
USMCR	98	±2	93	4	2	1	±4	1.1	±0.1	
ANG	99	±1	96	2	2	0	±3	1.1	±0.1	
USAFR	100	±1	96	2	2	0	±3	1.1	±0.1	
Enlisted	99	±1	94	4	2	1	±2	1.1	±0.1	
E1 – E4	99	±1	93	4	2	1	±2	1.1	±0.1	
E5 – E9	99	±1	94	3	2	0	±2	1.1	±0.1	
Officers	99	±1	96	3	1	0	±1	1.0	±0.1	
BLACK	99	±1	78	12	8	2	±2	1.4	±0.1	
ARNG	99	±1	76	11	9	4	±4	1.4	±0.1	
USAR	99	±1	77	12	9	2	±4	1.3	±0.1	
USNR	99	±1	81	11	7	1	±3	1.3	±0.1	
USMCR	99	±2	78	15	4	2	±9	1.3	±0.1	
ANG	99	±1	79	13	7	1	±3	1.3	±0.1	
USAFR	99	±1	82	11	6	2	±3	1.3	±0.1	
Enlisted	99	±1	78	11	8	3	±2	1.4	±0.1	
E1 – E4	99	±1	80	9	8	3	±4	1.3	±0.1	
E5 – E9	99	±1	77	12	8	2	±3	1.4	±0.1	
Officers	99	±1	75	16	7	2	±3	1.4	±0.1	

Note. Percent responding are Reserve component members who answered the question.

53c. Continued	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
HISPANIC	99	±1	78	12	7	3	±3	1.3	±0.1	
ARNG	99	±1	77	13	8	3	±6	1.4	±0.1	
USAR	99	±2	76	14	8	3	±5	1.4	±0.1	
USNR	99	±1	86	6	7	2	±5	1.2	±0.1	
USMCR	99	±1	82	13	4	1	±7	1.3	±0.1	
ANG	99	±1	83	13	3	2	±8	1.2	±0.1	
USAFR	99	±1	78	15	6	1	±10	1.3	±0.2	
Enlisted	99	±1	78	13	7	3	±3	1.3	±0.1	
E1 – E4	99	±1	80	12	6	3	±5	1.3	±0.1	
E5 – E9	99	±1	76	13	8	3	±4	1.4	±0.1	
Officers	100	±1	83	10	5	2	±4	1.3	±0.1	
AIAN	98	±4	91	5	3	1	±3	1.1	±0.1	
ARNG	96	±6	90	6	3	1	±5	1.1	±0.1	
USAR	100	±1	92	5	3	1	±6	1.1	±0.1	
USNR	99	±2	87	8	5	0	±11	1.2	±0.2	
ANG	100	±1	96	3	1	0	±5	1.1	±0.1	
USAFR	97	±6	94	2	3	1	±5	1.1	±0.1	
Enlisted	98	±4	92	5	2	1	±3	1.1	±0.1	
Officers	100	±1	88	6	NR	1	±11	1.2	±0.2	
ASIAN	99	±1	75	12	9	4	±5	1.4	±0.1	
ARNG	99	±1	71	10	11	8	±12	1.6	±0.3	
USAR	100	±1	75	16	9	1	±6	1.4	±0.1	
USNR	99	±1	76	11	7	NR	±10	1.4	±0.3	
USMCR	99	±2	68	17	13	3	±17	1.5	±0.3	
ANG	99	±1	85	8	6	0	±4	1.2	±0.1	
USAFR	100	±1	84	7	NR	0	±16	1.3	±0.3	
Enlisted	99	±1	74	12	10	5	±5	1.5	±0.2	
Officers	99	±1	82	13	5	0	±5	1.2	±0.1	
NHPI	99	±1	85	10	4	1	±7	1.2	±0.1	
ARNG	100	±1	91	6	3	0	±11	1.1	±0.2	
USAR	99	±2	82	12	6	1	±5	1.3	±0.1	
USNR	100	±0	NR	NR	5	NR	±11	NR		
ANG	98	±4	86	8	5	1	±10	1.2	±0.2	
USAFR	99	±2	92	6	1	1	±8	1.1	±0.1	
Enlisted	99	±1	85	10	4	1	±7	1.2	±0.1	
Officers	99	±1	90	6	3	1	±7	1.1	±0.1	
TWO OR MORE RACES	100	±1	82	13	4	1	±8	1.2	±0.1	
ARNG	100	±0	77	17	5	2	±15	1.3	±0.2	
USAR	100	±1	NR	NR	2	1	±2	1.2	±0.2	
USNR	99	±2	87	7	6	1	±8	1.2	±0.1	
USMCR	100	±0	NR	NR	NR	1	±5	1.1	±0.2	
ANG	99	±1	91	3	NR	1	±13	1.2	±0.2	
USAFR	99	±2	NR	NR	3	1	±4	1.2	±0.2	
Enlisted	100	±1	82	13	3	1	±9	1.2	±0.1	
Officers	99	±1	78	13	8	1	±14	1.3	±0.2	
USCGR	99	±1	93	4	3	1	±2	1.1	±0.1	
White	99	±2	97	2	1	0	±3	1.0	±0.1	
Black	100	±0	70	13	14	NR	±15	1.5	±0.3	
Hispanic	99	±3	77	10	11	2	±10	1.4	±0.2	
Other Race/Ethnicity	99	±1	87	9	3	1	±5	1.2	±0.1	
Enlisted	99	±2	93	4	3	1	±3	1.1	±0.1	
E1 – E4	98	±3	93	5	2	1	±5	1.1	±0.1	
E5 – E9	100	±1	93	3	4	0	±3	1.1	±0.1	
Officers	99	±1	95	3	2	1	±4	1.1	±0.1	

NR: Not reportable

53. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or DoD/DHS civilian employees and/or contractors in your military workplace or on your installation/ship...

d. Put up or distributed materials (for example, pictures, leaflets, symbols, graffiti, music, stories) which were racist or showed your race/ethnicity negatively?

1. Never  
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Frequency of Behaviors	
			1	2	3	4			
TOTAL DOD	99	±1	95	3	1	0	±1	1.1	±0.1
ARNG	99	±1	94	4	2	0	±2	1.1	±0.1
USAR	99	±1	95	3	1	0	±2	1.1	±0.1
USNR	99	±1	95	3	1	1	±2	1.1	±0.1
USMCR	98	±2	94	4	1	1	±3	1.1	±0.1
ANG	100	±1	96	2	1	0	±2	1.1	±0.1
USAFR	100	±1	96	2	1	1	±2	1.1	±0.1
Enlisted	99	±1	94	3	2	1	±1	1.1	±0.1
E1 – E4	99	±1	95	3	2	1	±2	1.1	±0.1
E5 – E9	99	±1	94	4	2	0	±1	1.1	±0.1
Officers	99	±1	97	2	1	0	±1	1.0	±0.1
O1 – O3	99	±1	96	3	1	0	±1	1.1	±0.1
O4 – O6	99	±1	98	2	0	0	±1	1.0	±0.1
Male	99	±1	95	3	1	0	±1	1.1	±0.1
Female	99	±1	96	3	1	0	±2	1.1	±0.1
AGR/FTS/AR	99	±1	93	4	2	1	±3	1.1	±0.1
Other Selected Reserve	99	±1	95	3	1	0	±1	1.1	±0.1
Reserve Unit	99	±1	95	3	1	0	±1	1.1	±0.1
Military Technician	99	±1	95	2	2	1	±3	1.1	±0.1
IMA	99	±1	96	2	1	0	±3	1.1	±0.1
Not Activated Past 12 Months	99	±1	96	3	1	0	±1	1.1	±0.1
Activated Past 12 Months	99	±1	94	3	2	1	±2	1.1	±0.1
Not Deployed Past 12 Months	99	±1	96	3	1	0	±1	1.1	±0.1
Deployed Past 12 Months	100	±1	92	5	3	1	±2	1.1	±0.1
Deployed OIF/OEF	99	±1	92	5	2	1	±2	1.1	±0.1
WHITE	99	±1	96	3	1	0	±1	1.1	±0.1
ARNG	99	±1	96	3	1	0	±2	1.1	±0.1
USAR	100	±1	97	2	1	0	±2	1.0	±0.1
USNR	100	±1	96	3	1	1	±3	1.1	±0.1
USMCR	97	±2	95	3	1	1	±4	1.1	±0.1
ANG	100	±1	97	2	1	0	±3	1.1	±0.1
USAFR	100	±1	97	2	1	0	±3	1.1	±0.1
Enlisted	99	±1	96	3	1	0	±1	1.1	±0.1
E1 – E4	99	±1	96	2	1	0	±2	1.1	±0.1
E5 – E9	99	±1	95	3	1	0	±2	1.1	±0.1
Officers	99	±1	98	1	0	0	±1	1.0	±0.1
BLACK	99	±1	92	4	3	1	±2	1.1	±0.1
ARNG	99	±1	90	5	4	1	±3	1.2	±0.1
USAR	98	±2	93	4	3	0	±3	1.1	±0.1
USNR	99	±1	94	3	2	1	±2	1.1	±0.1
USMCR	100	±1	94	3	3	1	±4	1.1	±0.1
ANG	99	±1	93	5	2	0	±2	1.1	±0.1
USAFR	99	±1	95	4	1	0	±2	1.1	±0.1
Enlisted	99	±1	92	4	3	1	±2	1.1	±0.1
E1 – E4	99	±1	93	3	3	1	±3	1.1	±0.1
E5 – E9	99	±1	91	5	3	1	±2	1.1	±0.1
Officers	99	±1	94	4	1	0	±2	1.1	±0.1

Note. Percent responding are Reserve component members who answered the question.

53d. Continued	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
HISPANIC	99	±1	92	5	2	1	±2	1.1	±0.1	
ARNG	99	±1	91	6	3	0	±4	1.1	±0.1	
USAR	99	±2	93	4	2	1	±3	1.1	±0.1	
USNR	100	±1	95	3	2	1	±3	1.1	±0.1	
USMCR	100	±1	93	5	1	0	±6	1.1	±0.1	
ANG	99	±1	96	2	1	1	±3	1.1	±0.1	
USAFR	99	±1	94	3	1	NR	±8	1.1	±0.2	
Enlisted	99	±1	92	5	2	1	±2	1.1	±0.1	
E1 – E4	99	±1	92	4	2	1	±4	1.1	±0.1	
E5 – E9	99	±1	92	5	2	1	±3	1.1	±0.1	
Officers	100	±1	94	4	2	0	±3	1.1	±0.1	
AIAN	100	±1	97	2	1	0	±2	1.0	±0.1	
ARNG	99	±1	97	2	0	0	±3	1.0	±0.1	
USAR	100	±1	97	1	1	0	±3	1.0	±0.1	
USNR	100	±1	96	3	1	0	±5	1.0	±0.1	
ANG	100	±1	98	1	1	0	±3	1.0	±0.1	
USAFR	100	±1	96	1	2	0	±9	1.1	±0.1	
Enlisted	100	±1	97	2	1	0	±1	1.0	±0.1	
Officers	100	±1	93	5	1	0	±12	1.1	±0.1	
ASIAN	99	±1	90	6	4	1	±4	1.2	±0.1	
ARNG	99	±1	83	9	7	1	±12	1.3	±0.2	
USAR	100	±1	93	4	3	0	±3	1.1	±0.1	
USNR	99	±1	91	7	2	0	±8	1.1	±0.1	
USMCR	99	±2	NR	4	NR	1	±4	1.2	±0.3	
ANG	99	±1	93	5	2	0	±3	1.1	±0.1	
USAFR	100	±1	98	2	1	0	±2	1.0	±0.1	
Enlisted	99	±1	88	6	5	1	±5	1.2	±0.1	
Officers	99	±1	96	4	1	0	±2	1.1	±0.1	
NHPI	100	±1	93	5	1	1	±7	1.1	±0.1	
ARNG	100	±1	96	2	NR	2	±9	1.1	±0.2	
USAR	99	±2	91	5	3	1	±4	1.1	±0.1	
USNR	100	±0	NR	NR	4	NR	±11	NR		
ANG	100	±0	96	2	1	0	±6	1.1	±0.1	
USAFR	99	±2	95	4	0	0	±7	1.1	±0.1	
Enlisted	100	±1	92	5	1	1	±8	1.1	±0.1	
Officers	100	±0	93	6	0	0	±6	1.1	±0.1	
TWO OR MORE RACES	99	±1	94	4	2	1	±6	1.1	±0.1	
ARNG	99	±1	93	3	3	1	±8	1.1	±0.2	
USAR	100	±0	NR	NR	1	0	±1	1.1	±0.2	
USNR	98	±3	93	3	3	1	±6	1.1	±0.1	
USMCR	100	±0	NR	NR	NR	1	±5	1.1	±0.1	
ANG	99	±1	99	1	0	0	±2	1.0	±0.1	
USAFR	100	±1	98	1	1	0	±3	1.0	±0.1	
Enlisted	100	±1	93	4	2	1	±7	1.1	±0.1	
Officers	98	±3	98	2	0	0	±2	1.0	±0.1	
USCGR	99	±1	96	2	1	0	±2	1.1	±0.1	
White	99	±1	97	2	1	0	±3	1.0	±0.1	
Black	96	±6	90	NR	5	NR	±14	1.2	±0.2	
Hispanic	100	±0	92	6	1	1	±8	1.1	±0.1	
Other Race/Ethnicity	98	±2	98	1	1	0	±3	1.0	±0.1	
Enlisted	99	±1	96	2	2	0	±3	1.1	±0.1	
E1 – E4	99	±2	95	3	2	0	±5	1.1	±0.1	
E5 – E9	100	±1	96	2	1	0	±3	1.0	±0.1	
Officers	99	±2	98	1	0	0	±3	1.0	±0.1	

NR: Not reportable

53. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or DoD/DHS civilian employees and/or contractors in your military workplace or on your installation/ship...

e. Displayed tattoos or wore distinctive clothes which were racist?

1. Never  
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL DOD	99	±1	95	3	1	0	±1	1.1	±0.1	
ARNG	99	±1	94	4	1	0	±2	1.1	±0.1	
USAR	99	±1	95	3	1	0	±2	1.1	±0.1	
USNR	100	±1	95	3	2	0	±2	1.1	±0.1	
USMCR	99	±1	95	3	1	0	±3	1.1	±0.1	
ANG	99	±1	98	1	1	0	±2	1.0	±0.1	
USAFR	99	±1	97	2	1	0	±2	1.0	±0.1	
Enlisted	99	±1	95	3	1	0	±1	1.1	±0.1	
E1 – E4	99	±1	95	3	1	0	±2	1.1	±0.1	
E5 – E9	99	±1	95	3	1	0	±1	1.1	±0.1	
Officers	99	±1	97	3	1	0	±1	1.0	±0.1	
O1 – O3	99	±1	96	3	1	0	±1	1.0	±0.1	
O4 – O6	99	±1	97	3	0	0	±2	1.0	±0.1	
Male	99	±1	95	3	1	0	±1	1.1	±0.1	
Female	99	±1	96	3	1	0	±2	1.1	±0.1	
AGR/FTS/AR	100	±1	95	4	1	0	±2	1.1	±0.1	
Other Selected Reserve	99	±1	95	3	1	0	±1	1.1	±0.1	
Reserve Unit	99	±1	95	3	1	0	±1	1.1	±0.1	
Military Technician	99	±2	96	2	1	1	±3	1.1	±0.1	
IMA	99	±1	97	2	1	0	±2	1.0	±0.1	
Not Activated Past 12 Months	99	±1	96	3	1	0	±1	1.1	±0.1	
Activated Past 12 Months	99	±1	95	4	2	0	±2	1.1	±0.1	
Not Deployed Past 12 Months	99	±1	96	3	1	0	±1	1.1	±0.1	
Deployed Past 12 Months	99	±1	93	5	2	0	±2	1.1	±0.1	
Deployed OIF/OEF	100	±1	93	4	2	0	±2	1.1	±0.1	
WHITE	99	±1	96	3	1	0	±1	1.0	±0.1	
ARNG	99	±1	95	4	1	0	±2	1.1	±0.1	
USAR	100	±1	97	3	0	0	±2	1.0	±0.1	
USNR	100	±1	96	2	2	0	±3	1.1	±0.1	
USMCR	99	±2	95	3	2	0	±4	1.1	±0.1	
ANG	100	±1	98	1	1	0	±2	1.0	±0.1	
USAFR	100	±1	98	1	1	0	±3	1.0	±0.1	
Enlisted	99	±1	96	3	1	0	±1	1.1	±0.1	
E1 – E4	99	±1	96	3	1	0	±2	1.1	±0.1	
E5 – E9	100	±1	96	3	1	0	±2	1.0	±0.1	
Officers	99	±1	97	2	0	0	±1	1.0	±0.1	
BLACK	99	±1	92	5	2	1	±2	1.1	±0.1	
ARNG	99	±1	89	7	3	1	±3	1.2	±0.1	
USAR	99	±1	93	4	3	0	±3	1.1	±0.1	
USNR	99	±1	93	4	2	1	±2	1.1	±0.1	
USMCR	99	±2	95	2	2	0	±4	1.1	±0.1	
ANG	99	±1	96	2	2	0	±2	1.1	±0.1	
USAFR	99	±1	95	3	1	0	±2	1.1	±0.1	
Enlisted	99	±1	92	5	3	1	±2	1.1	±0.1	
E1 – E4	99	±1	93	4	2	1	±3	1.1	±0.1	
E5 – E9	99	±1	91	6	3	0	±2	1.1	±0.1	
Officers	99	±1	95	4	1	0	±2	1.1	±0.1	

Note. Percent responding are Reserve component members who answered the question.

53e. Continued	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
HISPANIC	99	±1	94	3	2	1	±2	1.1	±0.1	
ARNG	99	±1	92	3	4	1	±4	1.1	±0.1	
USAR	97	±2	94	3	2	1	±3	1.1	±0.1	
USNR	99	±1	96	2	1	0	±3	1.1	±0.1	
USMCR	100	±0	95	4	0	0	±5	1.1	±0.1	
ANG	99	±1	97	2	1	0	±2	1.0	±0.1	
USAFR	99	±1	95	2	0	NR	±8	1.1	±0.2	
Enlisted	99	±1	94	3	2	1	±2	1.1	±0.1	
E1 – E4	98	±2	94	3	2	1	±3	1.1	±0.1	
E5 – E9	99	±1	93	3	3	0	±3	1.1	±0.1	
Officers	99	±1	96	3	1	0	±2	1.0	±0.1	
AIAN	97	±5	98	1	0	0	±1	1.0	±0.1	
ARNG	95	±9	98	1	0	0	±2	1.0	±0.1	
USAR	99	±1	98	1	0	0	±2	1.0	±0.1	
USNR	100	±0	98	1	0	0	±3	1.0	±0.1	
ANG	100	±1	99	1	0	0	±2	1.0	±0.1	
USAFR	99	±2	94	5	0	0	±7	1.1	±0.1	
Enlisted	97	±5	98	1	0	0	±1	1.0	±0.1	
Officers	98	±2	97	3	0	0	±3	1.0	±0.1	
ASIAN	99	±1	91	6	3	0	±5	1.1	±0.1	
ARNG	99	±1	85	9	6	0	±12	1.2	±0.2	
USAR	99	±1	95	2	3	0	±3	1.1	±0.1	
USNR	99	±1	91	7	2	0	±14	1.1	±0.1	
USMCR	99	±2	95	4	1	0	±4	1.1	±0.1	
ANG	100	±1	95	3	2	0	±2	1.1	±0.1	
USAFR	99	±1	NR	NR	1	0	±1	1.1	±0.2	
Enlisted	99	±1	90	7	4	0	±6	1.1	±0.1	
Officers	99	±1	96	3	1	0	±2	1.0	±0.1	
NHPI	99	±1	94	5	1	0	±7	1.1	±0.1	
ARNG	100	±1	97	3	NR	0	±8	1.0	±0.1	
USAR	98	±2	94	3	3	0	±3	1.1	±0.1	
USNR	100	±0	NR	NR	4	NR	±11	NR		
ANG	100	±0	96	3	1	0	±6	1.0	±0.1	
USAFR	99	±2	97	3	1	0	±8	1.0	±0.1	
Enlisted	99	±1	94	5	1	0	±8	1.1	±0.1	
Officers	100	±1	96	3	1	0	±4	1.1	±0.1	
TWO OR MORE RACES	99	±2	97	3	1	0	±3	1.0	±0.1	
ARNG	100	±1	96	4	0	0	±8	1.0	±0.1	
USAR	100	±0	98	2	0	0	±3	1.0	±0.1	
USNR	99	±2	93	3	4	1	±6	1.1	±0.1	
USMCR	100	±0	NR	NR	NR	1	±5	1.1	±0.1	
ANG	99	±2	99	1	0	0	±2	1.0	±0.1	
USAFR	93	±13	98	1	1	0	±4	1.0	±0.1	
Enlisted	99	±3	97	2	1	0	±4	1.0	±0.1	
Officers	99	±1	96	4	0	0	±4	1.0	±0.1	
USCGR	99	±1	97	3	1	0	±2	1.0	±0.1	
White	99	±1	97	2	0	0	±3	1.0	±0.1	
Black	100	±0	95	0	5	NR	±12	1.1	±0.2	
Hispanic	100	±0	91	7	2	NR	±8	1.1	±0.1	
Other Race/Ethnicity	99	±2	98	1	1	1	±2	1.0	±0.1	
Enlisted	99	±1	97	3	1	0	±2	1.0	±0.1	
E1 – E4	99	±2	96	4	0	0	±5	1.0	±0.1	
E5 – E9	100	±1	97	2	1	0	±3	1.0	±0.1	
Officers	99	±1	97	2	0	0	±4	1.0	±0.1	

NR: Not reportable

53. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or DoD/DHS civilian employees and/or contractors in your military workplace or on your installation/ship...

f. Did not include you in social activities because of your race/ethnicity?

1. Never  
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL DOD	99	±1	94	4	2	1	±1	1.1	±0.1	
ARNG	99	±1	93	4	2	1	±2	1.1	±0.1	
USAR	99	±1	93	4	2	1	±2	1.1	±0.1	
USNR	99	±1	94	4	2	0	±2	1.1	±0.1	
USMCR	99	±1	94	3	1	1	±3	1.1	±0.1	
ANG	99	±1	96	3	1	0	±2	1.1	±0.1	
USAFR	100	±1	95	3	1	0	±2	1.1	±0.1	
Enlisted	99	±1	94	4	2	1	±1	1.1	±0.1	
E1 – E4	99	±1	94	3	2	1	±2	1.1	±0.1	
E5 – E9	99	±1	93	4	2	1	±1	1.1	±0.1	
Officers	99	±1	95	3	1	0	±1	1.1	±0.1	
O1 – O3	99	±1	94	4	1	0	±2	1.1	±0.1	
O4 – O6	99	±1	96	2	1	0	±1	1.1	±0.1	
Male	99	±1	94	4	2	1	±1	1.1	±0.1	
Female	99	±1	92	4	3	1	±2	1.1	±0.1	
AGR/FTS/AR	98	±2	92	5	3	1	±2	1.1	±0.1	
Other Selected Reserve	99	±1	94	4	2	1	±1	1.1	±0.1	
Reserve Unit	99	±1	94	4	2	1	±1	1.1	±0.1	
Military Technician	99	±1	95	3	2	1	±3	1.1	±0.1	
IMA	100	±1	96	2	1	1	±4	1.1	±0.1	
Not Activated Past 12 Months	99	±1	95	3	1	1	±1	1.1	±0.1	
Activated Past 12 Months	100	±1	92	5	2	1	±2	1.1	±0.1	
Not Deployed Past 12 Months	99	±1	95	3	1	1	±1	1.1	±0.1	
Deployed Past 12 Months	99	±1	91	5	3	1	±2	1.1	±0.1	
Deployed OIF/OEF	99	±1	90	6	3	1	±3	1.1	±0.1	
WHITE	99	±1	96	3	1	0	±1	1.1	±0.1	
ARNG	99	±1	95	3	1	1	±2	1.1	±0.1	
USAR	99	±1	96	3	1	0	±2	1.1	±0.1	
USNR	99	±1	95	3	2	0	±3	1.1	±0.1	
USMCR	99	±2	95	3	2	1	±4	1.1	±0.1	
ANG	99	±1	97	2	1	0	±3	1.0	±0.1	
USAFR	100	±1	97	2	1	0	±3	1.0	±0.1	
Enlisted	99	±1	96	3	1	0	±1	1.1	±0.1	
E1 – E4	99	±1	95	3	1	0	±2	1.1	±0.1	
E5 – E9	99	±1	96	3	1	0	±2	1.1	±0.1	
Officers	99	±1	97	2	1	0	±1	1.0	±0.1	
BLACK	99	±1	87	7	5	2	±2	1.2	±0.1	
ARNG	98	±2	85	8	5	2	±4	1.2	±0.1	
USAR	99	±1	87	7	5	2	±3	1.2	±0.1	
USNR	98	±2	88	6	5	1	±3	1.2	±0.1	
USMCR	99	±1	91	6	2	1	±4	1.1	±0.1	
ANG	99	±1	89	6	4	1	±2	1.2	±0.1	
USAFR	99	±1	89	7	4	1	±2	1.2	±0.1	
Enlisted	99	±1	87	7	5	2	±2	1.2	±0.1	
E1 – E4	99	±1	90	4	4	2	±3	1.2	±0.1	
E5 – E9	98	±1	85	8	5	2	±3	1.2	±0.1	
Officers	99	±1	83	10	5	2	±3	1.3	±0.1	

Note. Percent responding are Reserve component members who answered the question.



53f. Continued	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
HISPANIC	99	±1	91	5	2	1	±2	1.1	±0.1	
ARNG	99	±2	90	6	3	2	±5	1.2	±0.1	
USAR	98	±2	89	7	3	1	±4	1.2	±0.1	
USNR	99	±2	94	4	1	1	±3	1.1	±0.1	
USMCR	98	±4	96	3	1	1	±3	1.1	±0.1	
ANG	99	±1	95	3	1	1	±3	1.1	±0.1	
USAFR	99	±2	94	3	3	0	±4	1.1	±0.1	
Enlisted	99	±1	91	5	2	1	±3	1.1	±0.1	
E1 – E4	98	±2	93	4	2	1	±3	1.1	±0.1	
E5 – E9	99	±1	90	6	3	2	±4	1.2	±0.1	
Officers	99	±1	91	6	2	1	±4	1.1	±0.1	
AIAN	100	±1	96	3	1	0	±2	1.1	±0.1	
ARNG	100	±1	95	3	2	0	±4	1.1	±0.1	
USAR	100	±0	96	2	1	1	±4	1.1	±0.1	
USNR	100	±1	97	2	1	1	±4	1.1	±0.1	
ANG	100	±1	99	0	1	0	±2	1.0	±0.1	
USAFR	99	±2	97	2	0	0	±3	1.0	±0.1	
Enlisted	100	±1	96	2	1	0	±2	1.1	±0.1	
Officers	100	±1	92	3	NR	1	±10	1.1	±0.2	
ASIAN	99	±1	88	6	4	2	±5	1.2	±0.1	
ARNG	99	±1	86	5	4	NR	±9	1.3	±0.2	
USAR	99	±1	89	6	4	0	±4	1.2	±0.1	
USNR	100	±1	89	4	NR	1	±11	1.2	±0.2	
USMCR	100	±0	86	NR	1	0	±16	1.2	±0.2	
ANG	100	±1	92	5	3	0	±3	1.1	±0.1	
USAFR	98	±3	NR	NR	2	0	±2	1.1	±0.2	
Enlisted	99	±1	87	6	4	2	±6	1.2	±0.1	
Officers	99	±2	92	6	2	0	±3	1.1	±0.1	
NHPI	97	±4	93	5	1	1	±4	1.1	±0.1	
ARNG	100	±1	92	6	1	0	±12	1.1	±0.1	
USAR	99	±1	92	5	2	2	±4	1.1	±0.1	
USNR	62	±45	90	3	NR	3	±13	1.2	±0.2	
ANG	100	±1	95	4	1	0	±8	1.1	±0.1	
USAFR	99	±2	95	5	0	0	±9	1.1	±0.1	
Enlisted	97	±5	92	5	1	1	±5	1.1	±0.1	
Officers	98	±2	97	2	1	0	±5	1.0	±0.1	
TWO OR MORE RACES	99	±2	94	3	2	0	±3	1.1	±0.1	
ARNG	100	±0	92	4	3	0	±8	1.1	±0.1	
USAR	97	±6	97	1	2	1	±3	1.1	±0.1	
USNR	99	±2	90	4	4	2	±7	1.2	±0.1	
USMCR	100	±0	NR	NR	NR	1	±5	1.1	±0.1	
ANG	99	±1	97	1	2	0	±3	1.0	±0.1	
USAFR	99	±1	97	3	0	0	±4	1.0	±0.1	
Enlisted	99	±2	95	3	2	0	±4	1.1	±0.1	
Officers	99	±1	93	5	2	1	±6	1.1	±0.1	
USCGR	99	±1	96	2	1	1	±2	1.1	±0.1	
White	99	±2	97	1	1	1	±3	1.1	±0.1	
Black	100	±0	90	4	5	NR	±12	1.1	±0.2	
Hispanic	100	±0	90	6	5	NR	±9	1.1	±0.1	
Other Race/Ethnicity	97	±4	97	2	1	0	±3	1.0	±0.1	
Enlisted	99	±2	95	2	1	1	±3	1.1	±0.1	
E1 – E4	98	±2	94	3	2	1	±5	1.1	±0.1	
E5 – E9	99	±2	97	2	1	0	±3	1.0	±0.1	
Officers	99	±2	99	0	1	0	±3	1.0	±0.1	

NR: Not reportable

53. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or DoD/DHS civilian employees and/or contractors in your military workplace or on your installation/ship...

g. Made you feel uncomfortable by hostile looks or stares because of your race/ethnicity?

1. Never  
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL DOD	99	±1	93	4	2	1	±1	1.1	±0.1	
ARNG	99	±1	92	5	2	1	±2	1.1	±0.1	
USAR	99	±1	92	5	2	1	±2	1.1	±0.1	
USNR	99	±1	93	4	2	1	±2	1.1	±0.1	
USMCR	99	±1	94	5	1	1	±3	1.1	±0.1	
ANG	99	±1	96	3	1	0	±2	1.1	±0.1	
USAFR	100	±1	96	3	1	0	±2	1.1	±0.1	
Enlisted	99	±1	93	4	2	1	±1	1.1	±0.1	
E1 – E4	99	±1	92	5	2	1	±2	1.1	±0.1	
E5 – E9	99	±1	93	4	2	1	±1	1.1	±0.1	
Officers	99	±1	96	3	1	0	±1	1.1	±0.1	
O1 – O3	99	±1	95	3	1	0	±1	1.1	±0.1	
O4 – O6	99	±1	96	2	1	0	±1	1.0	±0.1	
Male	99	±1	93	4	2	1	±1	1.1	±0.1	
Female	99	±1	92	5	3	1	±2	1.1	±0.1	
AGR/FTS/AR	99	±1	92	5	2	1	±2	1.1	±0.1	
Other Selected Reserve	99	±1	93	4	2	1	±1	1.1	±0.1	
Reserve Unit	99	±1	93	4	2	1	±1	1.1	±0.1	
Military Technician	99	±1	95	3	1	0	±3	1.1	±0.1	
IMA	99	±1	96	3	1	0	±3	1.0	±0.1	
Not Activated Past 12 Months	99	±1	95	3	1	1	±1	1.1	±0.1	
Activated Past 12 Months	100	±1	92	5	2	1	±2	1.1	±0.1	
Not Deployed Past 12 Months	99	±1	94	4	2	1	±1	1.1	±0.1	
Deployed Past 12 Months	99	±1	90	6	3	1	±2	1.2	±0.1	
Deployed OIF/OEF	99	±1	90	6	3	1	±2	1.1	±0.1	
WHITE	99	±1	96	3	1	0	±1	1.1	±0.1	
ARNG	99	±1	95	3	1	1	±2	1.1	±0.1	
USAR	99	±1	97	2	1	0	±2	1.0	±0.1	
USNR	99	±1	96	3	2	0	±3	1.1	±0.1	
USMCR	98	±2	97	2	0	1	±4	1.1	±0.1	
ANG	99	±1	98	1	1	0	±2	1.0	±0.1	
USAFR	100	±0	98	1	1	0	±3	1.0	±0.1	
Enlisted	99	±1	96	3	1	0	±1	1.1	±0.1	
E1 – E4	99	±1	95	3	1	1	±2	1.1	±0.1	
E5 – E9	99	±1	96	2	1	0	±2	1.1	±0.1	
Officers	99	±1	98	2	0	0	±1	1.0	±0.1	
BLACK	99	±1	85	8	4	2	±2	1.2	±0.1	
ARNG	99	±2	84	9	4	3	±4	1.3	±0.1	
USAR	99	±1	84	8	5	2	±4	1.3	±0.1	
USNR	99	±1	87	7	4	2	±3	1.2	±0.1	
USMCR	99	±2	91	4	4	1	±5	1.1	±0.1	
ANG	99	±1	87	8	4	1	±3	1.2	±0.1	
USAFR	98	±1	89	7	3	1	±2	1.2	±0.1	
Enlisted	99	±1	85	8	4	2	±2	1.2	±0.1	
E1 – E4	99	±1	85	8	4	3	±4	1.3	±0.1	
E5 – E9	98	±1	86	8	5	2	±3	1.2	±0.1	
Officers	99	±1	86	9	4	1	±2	1.2	±0.1	

Note. Percent responding are Reserve component members who answered the question.

53g. Continued	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
HISPANIC	99	±1	88	8	3	1	±3	1.2	±0.1	
ARNG	98	±2	85	8	5	2	±5	1.2	±0.1	
USAR	98	±2	88	8	3	1	±4	1.2	±0.1	
USNR	100	±1	92	6	2	1	±3	1.1	±0.1	
USMCR	99	±1	89	10	1	1	±8	1.1	±0.1	
ANG	100	±1	89	9	1	1	±8	1.1	±0.1	
USAFR	99	±1	91	7	2	0	±7	1.1	±0.1	
Enlisted	99	±1	87	8	3	1	±3	1.2	±0.1	
E1 – E4	98	±2	89	7	2	1	±4	1.1	±0.1	
E5 – E9	99	±1	86	9	4	1	±4	1.2	±0.1	
Officers	100	±1	91	5	2	1	±3	1.1	±0.1	
AIAN	100	±1	95	3	1	0	±3	1.1	±0.1	
ARNG	100	±1	93	4	2	1	±4	1.1	±0.1	
USAR	100	±0	97	2	1	0	±3	1.0	±0.1	
USNR	100	±0	94	5	1	0	±10	1.1	±0.1	
ANG	99	±1	98	1	0	0	±3	1.0	±0.1	
USAFR	100	±0	96	4	0	0	±5	1.0	±0.1	
Enlisted	100	±1	95	3	1	0	±3	1.1	±0.1	
Officers	100	±1	92	7	1	1	±11	1.1	±0.1	
ASIAN	99	±1	85	9	4	2	±5	1.2	±0.1	
ARNG	99	±1	82	8	6	NR	±10	1.3	±0.3	
USAR	99	±1	84	10	5	0	±4	1.2	±0.1	
USNR	99	±1	86	6	3	NR	±11	1.3	±0.3	
USMCR	100	±0	75	23	2	0	±18	1.3	±0.2	
ANG	100	±1	90	7	3	0	±3	1.1	±0.1	
USAFR	98	±3	93	5	2	0	±5	1.1	±0.1	
Enlisted	99	±1	84	9	5	3	±5	1.3	±0.1	
Officers	99	±2	89	9	3	0	±4	1.1	±0.1	
NHPI	97	±4	90	5	4	1	±7	1.2	±0.1	
ARNG	100	±1	90	5	NR	0	±16	1.2	±0.2	
USAR	99	±1	88	7	4	1	±4	1.2	±0.1	
USNR	61	±44	90	NR	8	2	±13	1.2	±0.2	
ANG	99	±3	94	3	2	1	±6	1.1	±0.1	
USAFR	99	±2	91	8	0	1	±9	1.1	±0.1	
Enlisted	97	±5	90	5	4	1	±7	1.2	±0.1	
Officers	99	±2	92	8	1	0	±7	1.1	±0.1	
TWO OR MORE RACES	100	±1	93	5	2	0	±5	1.1	±0.1	
ARNG	100	±0	92	6	2	0	±9	1.1	±0.1	
USAR	100	±1	NR	NR	1	1	±2	1.1	±0.2	
USNR	99	±2	89	7	3	1	±7	1.2	±0.1	
USMCR	100	±0	NR	NR	NR	1	±5	1.1	±0.1	
ANG	99	±1	97	2	1	0	±3	1.0	±0.1	
USAFR	99	±1	94	4	1	0	±5	1.1	±0.1	
Enlisted	100	±1	92	6	2	0	±5	1.1	±0.1	
Officers	99	±1	95	4	1	1	±5	1.1	±0.1	
USCGR	99	±1	95	3	1	0	±2	1.1	±0.1	
White	99	±2	98	1	1	0	±2	1.0	±0.1	
Black	100	±0	83	10	7	NR	±14	1.2	±0.2	
Hispanic	100	±1	83	14	2	NR	±10	1.2	±0.1	
Other Race/Ethnicity	97	±4	93	2	4	1	±8	1.1	±0.1	
Enlisted	99	±1	95	3	2	0	±3	1.1	±0.1	
E1 – E4	98	±2	94	4	2	0	±5	1.1	±0.1	
E5 – E9	99	±1	96	3	1	0	±3	1.1	±0.1	
Officers	99	±2	97	3	1	0	±4	1.0	±0.1	

NR: Not reportable

53. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or DoD/DHS civilian employees and/or contractors in your military workplace or on your installation/ship...

h. Made offensive remarks about your appearance (for example, about skin color) because of your race/ethnicity?

1. Never  
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL DOD	99	±1	95	3	2	1	±1	1.1	±0.1	
ARNG	99	±1	93	4	2	1	±2	1.1	±0.1	
USAR	98	±1	95	3	1	0	±2	1.1	±0.1	
USNR	99	±1	96	2	2	0	±2	1.1	±0.1	
USMCR	99	±1	95	3	1	1	±3	1.1	±0.1	
ANG	100	±1	97	2	1	0	±2	1.0	±0.1	
USAFR	99	±1	97	1	1	0	±2	1.0	±0.1	
Enlisted	99	±1	94	3	2	1	±1	1.1	±0.1	
E1 – E4	99	±1	93	4	2	1	±2	1.1	±0.1	
E5 – E9	99	±1	95	3	1	0	±1	1.1	±0.1	
Officers	99	±1	98	2	1	0	±1	1.0	±0.1	
O1 – O3	99	±1	97	2	1	0	±1	1.0	±0.1	
O4 – O6	99	±1	98	1	0	0	±1	1.0	±0.1	
Male	99	±1	95	3	2	1	±1	1.1	±0.1	
Female	99	±1	95	3	2	0	±2	1.1	±0.1	
AGR/FTS/AR	99	±1	94	4	2	0	±2	1.1	±0.1	
Other Selected Reserve	99	±1	95	3	2	1	±1	1.1	±0.1	
Reserve Unit	99	±1	95	3	2	1	±1	1.1	±0.1	
Military Technician	99	±1	96	3	1	1	±3	1.1	±0.1	
IMA	99	±1	98	1	1	0	±3	1.0	±0.1	
Not Activated Past 12 Months	99	±1	96	2	1	0	±1	1.1	±0.1	
Activated Past 12 Months	99	±1	93	4	2	1	±2	1.1	±0.1	
Not Deployed Past 12 Months	99	±1	96	3	1	0	±1	1.1	±0.1	
Deployed Past 12 Months	99	±1	92	4	3	1	±2	1.1	±0.1	
Deployed OIF/OEF	99	±1	92	5	2	1	±2	1.1	±0.1	
WHITE	99	±1	97	2	1	0	±1	1.0	±0.1	
ARNG	99	±1	96	3	1	1	±2	1.1	±0.1	
USAR	98	±2	98	2	1	0	±2	1.0	±0.1	
USNR	99	±1	98	1	1	0	±2	1.0	±0.1	
USMCR	99	±2	96	3	1	0	±4	1.0	±0.1	
ANG	100	±1	98	2	1	0	±3	1.0	±0.1	
USAFR	100	±1	99	0	1	0	±3	1.0	±0.1	
Enlisted	99	±1	96	2	1	0	±1	1.1	±0.1	
E1 – E4	99	±1	95	3	1	1	±2	1.1	±0.1	
E5 – E9	99	±1	97	2	1	0	±2	1.0	±0.1	
Officers	99	±1	99	1	0	0	±1	1.0	±0.1	
BLACK	99	±1	89	7	3	1	±2	1.2	±0.1	
ARNG	98	±2	85	10	4	2	±4	1.2	±0.1	
USAR	99	±1	91	6	2	1	±3	1.1	±0.1	
USNR	99	±1	91	6	3	1	±2	1.1	±0.1	
USMCR	100	±0	91	3	5	1	±5	1.2	±0.1	
ANG	99	±1	94	4	1	0	±2	1.1	±0.1	
USAFR	99	±1	93	5	1	1	±2	1.1	±0.1	
Enlisted	99	±1	89	7	3	1	±2	1.2	±0.1	
E1 – E4	99	±1	87	7	4	2	±4	1.2	±0.1	
E5 – E9	98	±1	89	7	3	1	±2	1.2	±0.1	
Officers	99	±1	94	5	2	0	±2	1.1	±0.1	

Note. Percent responding are Reserve component members who answered the question.

53h. Continued	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
HISPANIC	99	±1	91	5	3	1	±2	1.1	±0.1	
ARNG	99	±1	89	5	5	1	±5	1.2	±0.1	
USAR	98	±2	91	6	3	1	±4	1.1	±0.1	
USNR	100	±1	94	4	2	1	±3	1.1	±0.1	
USMCR	99	±1	93	5	1	1	±5	1.1	±0.1	
ANG	100	±1	94	5	1	0	±3	1.1	±0.1	
USAFR	99	±1	96	3	1	0	±2	1.1	±0.1	
Enlisted	99	±1	91	5	3	1	±3	1.1	±0.1	
E1 – E4	98	±2	90	5	3	1	±4	1.2	±0.1	
E5 – E9	99	±1	91	5	3	1	±3	1.1	±0.1	
Officers	99	±1	94	4	2	1	±3	1.1	±0.1	
AIAN	100	±1	95	4	1	0	±3	1.1	±0.1	
ARNG	99	±1	93	5	1	1	±5	1.1	±0.1	
USAR	100	±1	96	3	1	0	±3	1.0	±0.1	
USNR	100	±1	97	2	1	0	±3	1.0	±0.1	
ANG	99	±1	98	2	0	0	±3	1.0	±0.1	
USAFR	99	±2	95	4	1	0	±9	1.1	±0.1	
Enlisted	100	±1	95	4	1	0	±3	1.1	±0.1	
Officers	99	±1	93	6	1	0	±12	1.1	±0.1	
ASIAN	99	±1	87	6	5	2	±4	1.2	±0.1	
ARNG	99	±1	82	7	6	NR	±10	1.3	±0.3	
USAR	99	±1	88	8	3	0	±4	1.2	±0.1	
USNR	99	±1	88	4	7	1	±14	1.2	±0.2	
USMCR	99	±2	88	7	4	1	±7	1.2	±0.1	
ANG	99	±1	92	4	4	0	±3	1.1	±0.1	
USAFR	98	±3	94	5	1	0	±5	1.1	±0.1	
Enlisted	99	±1	86	6	5	2	±5	1.2	±0.1	
Officers	99	±2	93	6	1	0	±4	1.1	±0.1	
NHPI	97	±4	92	6	2	1	±4	1.1	±0.1	
ARNG	100	±1	95	4	0	0	±7	1.1	±0.1	
USAR	99	±1	87	8	4	1	±5	1.2	±0.1	
USNR	62	±45	90	3	7	NR	±13	1.2	±0.2	
ANG	100	±0	92	5	3	0	±8	1.1	±0.1	
USAFR	99	±2	92	7	0	1	±9	1.1	±0.1	
Enlisted	97	±5	91	6	2	1	±4	1.1	±0.1	
Officers	99	±2	96	4	1	0	±5	1.0	±0.1	
TWO OR MORE RACES	99	±1	94	4	2	0	±3	1.1	±0.1	
ARNG	99	±2	93	4	3	0	±8	1.1	±0.1	
USAR	100	±0	96	3	1	0	±7	1.0	±0.1	
USNR	98	±2	90	7	2	1	±7	1.1	±0.1	
USMCR	100	±0	95	NR	1	1	±13	1.1	±0.1	
ANG	99	±1	97	3	0	0	±6	1.0	±0.1	
USAFR	100	±1	94	5	1	0	±5	1.1	±0.1	
Enlisted	99	±1	94	3	2	0	±4	1.1	±0.1	
Officers	99	±1	93	6	1	0	±7	1.1	±0.1	
USCGR	99	±1	98	2	1	0	±2	1.0	±0.1	
White	99	±1	99	1	0	0	±2	1.0	±0.1	
Black	100	±0	93	NR	5	NR	±12	1.1	±0.2	
Hispanic	99	±3	91	9	NR	NR	±8	1.1	±0.1	
Other Race/Ethnicity	97	±4	97	3	0	0	±3	1.0	±0.1	
Enlisted	99	±1	97	2	1	0	±2	1.0	±0.1	
E1 – E4	99	±2	97	2	1	0	±4	1.0	±0.1	
E5 – E9	99	±2	98	2	1	0	±2	1.0	±0.1	
Officers	99	±1	98	2	0	0	±3	1.0	±0.1	

NR: Not reportable

53. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or DoD/DHS civilian employees and/or contractors in your military workplace or on your installation/ship...

i. Made remarks suggesting that people of your race/ethnicity are not suited for the kind of work you do?

1. Never

2. Once or twice

3. Sometimes

4. Often

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL DOD	99	±1	95	3	2	1	±1	1.1	±0.1	
ARNG	99	±1	94	3	2	1	±2	1.1	±0.1	
USAR	99	±1	94	4	2	0	±2	1.1	±0.1	
USNR	99	±1	95	3	2	1	±2	1.1	±0.1	
USMCR	99	±1	94	4	1	0	±3	1.1	±0.1	
ANG	99	±1	98	1	1	0	±1	1.0	±0.1	
USAFR	99	±1	98	1	1	0	±1	1.0	±0.1	
Enlisted	99	±1	94	3	2	1	±1	1.1	±0.1	
E1 – E4	99	±1	94	3	2	1	±2	1.1	±0.1	
E5 – E9	99	±1	95	3	1	0	±1	1.1	±0.1	
Officers	99	±1	97	2	1	0	±1	1.0	±0.1	
O1 – O3	99	±1	96	3	1	0	±1	1.1	±0.1	
O4 – O6	99	±1	98	2	0	0	±1	1.0	±0.1	
Male	99	±1	95	3	2	1	±1	1.1	±0.1	
Female	99	±1	94	3	2	0	±2	1.1	±0.1	
AGR/FTS/AR	99	±1	94	4	1	1	±2	1.1	±0.1	
Other Selected Reserve	99	±1	95	3	2	1	±1	1.1	±0.1	
Reserve Unit	99	±1	95	3	2	1	±1	1.1	±0.1	
Military Technician	99	±1	96	2	1	0	±3	1.1	±0.1	
IMA	99	±1	98	1	1	0	±1	1.0	±0.1	
Not Activated Past 12 Months	99	±1	96	3	1	0	±1	1.1	±0.1	
Activated Past 12 Months	99	±1	94	3	2	1	±2	1.1	±0.1	
Not Deployed Past 12 Months	99	±1	96	3	1	0	±1	1.1	±0.1	
Deployed Past 12 Months	99	±1	92	4	3	1	±2	1.1	±0.1	
Deployed OIF/OEF	99	±1	92	5	3	1	±2	1.1	±0.1	
WHITE	99	±1	97	2	1	0	±1	1.0	±0.1	
ARNG	99	±1	97	2	1	0	±2	1.0	±0.1	
USAR	98	±2	97	3	0	0	±2	1.0	±0.1	
USNR	99	±1	98	1	1	0	±3	1.0	±0.1	
USMCR	99	±2	96	3	1	0	±4	1.1	±0.1	
ANG	99	±1	99	0	1	0	±2	1.0	±0.1	
USAFR	100	±1	99	0	1	0	±2	1.0	±0.1	
Enlisted	99	±1	97	2	1	0	±1	1.0	±0.1	
E1 – E4	99	±1	96	2	1	1	±2	1.1	±0.1	
E5 – E9	99	±1	98	2	1	0	±2	1.0	±0.1	
Officers	99	±1	99	1	0	0	±1	1.0	±0.1	
BLACK	98	±1	89	7	3	1	±2	1.2	±0.1	
ARNG	98	±2	86	8	4	2	±4	1.2	±0.1	
USAR	99	±1	90	6	3	1	±3	1.2	±0.1	
USNR	97	±4	90	6	3	1	±2	1.2	±0.1	
USMCR	100	±0	88	9	2	1	±10	1.2	±0.1	
ANG	99	±1	92	4	3	1	±2	1.1	±0.1	
USAFR	99	±1	92	5	2	0	±2	1.1	±0.1	
Enlisted	98	±1	89	7	4	1	±2	1.2	±0.1	
E1 – E4	99	±2	89	6	3	2	±4	1.2	±0.1	
E5 – E9	98	±1	88	7	4	1	±2	1.2	±0.1	
Officers	99	±1	89	7	3	1	±2	1.1	±0.1	

Note. Percent responding are Reserve component members who answered the question.

53i. Continued	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
HISPANIC	99	±1	89	7	4	1	±3	1.2	±0.1	
ARNG	99	±2	85	8	5	1	±5	1.2	±0.1	
USAR	98	±2	89	6	4	1	±4	1.2	±0.1	
USNR	99	±1	92	5	2	1	±3	1.1	±0.1	
USMCR	99	±1	93	5	2	0	±5	1.1	±0.1	
ANG	100	±1	91	7	2	0	±9	1.1	±0.1	
USAFR	99	±1	95	4	1	0	±3	1.1	±0.1	
Enlisted	99	±1	89	7	4	1	±3	1.2	±0.1	
E1 – E4	98	±2	89	6	4	1	±4	1.2	±0.1	
E5 – E9	99	±1	88	7	4	1	±4	1.2	±0.1	
Officers	99	±1	89	7	2	1	±3	1.2	±0.1	
AIAN	100	±1	95	4	1	0	±3	1.1	±0.1	
ARNG	100	±1	92	6	1	1	±5	1.1	±0.1	
USAR	100	±0	97	2	1	0	±3	1.0	±0.1	
USNR	100	±0	98	2	0	0	±3	1.0	±0.1	
ANG	100	±1	99	1	0	0	±2	1.0	±0.1	
USAFR	100	±0	98	2	0	1	±3	1.0	±0.1	
Enlisted	100	±1	95	4	1	0	±3	1.1	±0.1	
Officers	100	±1	93	6	0	1	±11	1.1	±0.1	
ASIAN	99	±1	88	7	3	2	±5	1.2	±0.1	
ARNG	99	±1	86	6	4	NR	±9	1.3	±0.2	
USAR	99	±2	89	7	4	0	±4	1.2	±0.1	
USNR	99	±1	87	5	3	NR	±11	1.3	±0.3	
USMCR	100	±0	77	NR	3	1	±18	1.3	±0.2	
ANG	99	±1	92	5	3	0	±3	1.1	±0.1	
USAFR	98	±3	95	4	1	0	±5	1.1	±0.1	
Enlisted	99	±1	87	7	3	3	±6	1.2	±0.1	
Officers	99	±2	93	5	2	0	±4	1.1	±0.1	
NHPI	97	±4	91	6	2	1	±4	1.1	±0.1	
ARNG	100	±1	91	8	0	0	±11	1.1	±0.1	
USAR	99	±2	87	7	5	1	±4	1.2	±0.1	
USNR	62	±45	NR	NR	NR	NR		1.1	±0.2	
ANG	98	±3	96	3	1	0	±6	1.1	±0.1	
USAFR	98	±2	93	7	0	0	±9	1.1	±0.1	
Enlisted	97	±5	91	7	2	1	±5	1.1	±0.1	
Officers	98	±3	94	5	1	0	±6	1.1	±0.1	
TWO OR MORE RACES	98	±3	94	5	1	0	±5	1.1	±0.1	
ARNG	99	±2	95	5	1	0	±7	1.1	±0.1	
USAR	94	±11	NR	NR	1	0	±2	1.1	±0.2	
USNR	97	±3	91	5	4	1	±7	1.1	±0.1	
USMCR	100	±0	NR	NR	NR	1	±5	1.1	±0.1	
ANG	99	±1	97	2	1	0	±3	1.0	±0.1	
USAFR	99	±1	96	4	0	0	±4	1.1	±0.1	
Enlisted	98	±3	94	5	1	0	±5	1.1	±0.1	
Officers	98	±3	96	3	1	0	±3	1.1	±0.1	
USCGR	99	±1	97	2	1	0	±2	1.0	±0.1	
White	99	±1	98	1	0	0	±2	1.0	±0.1	
Black	100	±0	90	4	5	1	±12	1.2	±0.2	
Hispanic	100	±0	88	9	3	NR	±9	1.1	±0.1	
Other Race/Ethnicity	96	±4	97	2	1	0	±3	1.0	±0.1	
Enlisted	99	±1	97	2	1	0	±2	1.0	±0.1	
E1 – E4	99	±2	97	2	1	0	±4	1.0	±0.1	
E5 – E9	99	±1	97	3	1	0	±3	1.0	±0.1	
Officers	99	±1	98	1	1	0	±3	1.0	±0.1	

NR: Not reportable

53. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or DoD/DHS civilian employees and/or contractors in your military workplace or on your installation/ship...

j. Made other offensive remarks about your race/ethnicity (for example, referred to your race/ethnicity with an offensive name)?

1. Never  
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL DOD	99	±1	93	4	2	1	±1	1.1	±0.1	
ARNG	99	±1	92	5	2	1	±2	1.1	±0.1	
USAR	99	±1	93	5	1	0	±2	1.1	±0.1	
USNR	99	±1	94	3	2	1	±2	1.1	±0.1	
USMCR	99	±1	92	5	2	1	±3	1.1	±0.1	
ANG	99	±1	96	3	1	0	±2	1.0	±0.1	
USAFR	99	±1	97	2	1	0	±2	1.0	±0.1	
Enlisted	99	±1	93	5	2	1	±1	1.1	±0.1	
E1 – E4	99	±1	92	5	2	1	±2	1.1	±0.1	
E5 – E9	99	±1	94	5	1	0	±1	1.1	±0.1	
Officers	99	±1	97	2	1	0	±1	1.0	±0.1	
O1 – O3	99	±1	95	3	1	0	±2	1.1	±0.1	
O4 – O6	99	±1	98	2	0	0	±1	1.0	±0.1	
Male	99	±1	93	5	2	1	±1	1.1	±0.1	
Female	99	±1	95	3	2	0	±2	1.1	±0.1	
AGR/FTS/AR	99	±2	92	5	2	1	±3	1.1	±0.1	
Other Selected Reserve	99	±1	94	4	2	1	±1	1.1	±0.1	
Reserve Unit	99	±1	93	4	2	1	±1	1.1	±0.1	
Military Technician	99	±1	95	4	1	0	±3	1.1	±0.1	
IMA	99	±1	97	2	1	0	±3	1.0	±0.1	
Not Activated Past 12 Months	99	±1	95	3	1	0	±1	1.1	±0.1	
Activated Past 12 Months	99	±1	92	5	2	1	±2	1.1	±0.1	
Not Deployed Past 12 Months	99	±1	95	4	1	0	±1	1.1	±0.1	
Deployed Past 12 Months	99	±1	90	6	3	1	±2	1.2	±0.1	
Deployed OIF/OEF	99	±1	89	7	3	1	±3	1.1	±0.1	
WHITE	99	±1	96	3	1	0	±1	1.1	±0.1	
ARNG	99	±1	95	4	1	1	±2	1.1	±0.1	
USAR	98	±2	97	3	1	0	±3	1.0	±0.1	
USNR	99	±1	97	2	1	0	±3	1.0	±0.1	
USMCR	99	±2	94	3	1	1	±4	1.1	±0.1	
ANG	100	±1	98	2	1	0	±3	1.0	±0.1	
USAFR	99	±1	98	1	1	0	±3	1.0	±0.1	
Enlisted	99	±1	95	3	1	0	±1	1.1	±0.1	
E1 – E4	99	±1	94	3	2	1	±2	1.1	±0.1	
E5 – E9	99	±1	96	3	1	0	±2	1.0	±0.1	
Officers	99	±1	98	1	0	0	±1	1.0	±0.1	
BLACK	99	±1	89	7	3	1	±2	1.2	±0.1	
ARNG	98	±1	85	10	4	1	±4	1.2	±0.1	
USAR	99	±1	90	7	2	1	±3	1.1	±0.1	
USNR	98	±1	90	6	3	0	±2	1.1	±0.1	
USMCR	100	±1	92	3	3	2	±5	1.1	±0.1	
ANG	98	±1	92	5	2	0	±2	1.1	±0.1	
USAFR	99	±1	94	4	2	0	±2	1.1	±0.1	
Enlisted	99	±1	88	8	3	1	±2	1.2	±0.1	
E1 – E4	100	±1	88	8	3	1	±4	1.2	±0.1	
E5 – E9	98	±1	89	7	3	1	±2	1.2	±0.1	
Officers	99	±1	92	6	2	0	±2	1.1	±0.1	

Note. Percent responding are Reserve component members who answered the question.



53j. Continued	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
HISPANIC	99	±1	87	9	3	1	±3	1.2	±0.1	
ARNG	99	±2	83	12	5	1	±6	1.2	±0.1	
USAR	98	±2	88	8	3	1	±4	1.2	±0.1	
USNR	99	±1	92	5	2	1	±3	1.1	±0.1	
USMCR	100	±1	88	7	3	1	±7	1.2	±0.1	
ANG	99	±1	88	10	1	1	±8	1.1	±0.1	
USAFR	99	±1	94	5	1	0	±3	1.1	±0.1	
Enlisted	99	±1	87	9	4	1	±3	1.2	±0.1	
E1 – E4	98	±2	87	8	4	1	±4	1.2	±0.1	
E5 – E9	99	±1	86	10	3	1	±4	1.2	±0.1	
Officers	98	±1	89	8	2	1	±3	1.1	±0.1	
AIAN	100	±1	94	5	1	0	±3	1.1	±0.1	
ARNG	99	±1	93	5	1	1	±5	1.1	±0.1	
USAR	100	±1	95	4	1	0	±5	1.1	±0.1	
USNR	99	±1	95	5	0	0	±6	1.1	±0.1	
ANG	100	±1	97	2	0	0	±4	1.0	±0.1	
USAFR	99	±1	94	5	1	0	±7	1.1	±0.1	
Enlisted	100	±1	94	4	1	0	±3	1.1	±0.1	
Officers	98	±3	89	9	0	1	±12	1.1	±0.1	
ASIAN	99	±1	86	7	4	2	±4	1.2	±0.1	
ARNG	99	±1	83	6	6	5	±12	1.3	±0.3	
USAR	99	±1	86	9	4	0	±4	1.2	±0.1	
USNR	99	±1	87	6	2	NR	±11	1.3	±0.3	
USMCR	100	±1	79	15	5	1	±16	1.3	±0.2	
ANG	99	±1	90	7	3	0	±3	1.1	±0.1	
USAFR	98	±3	94	5	1	0	±5	1.1	±0.1	
Enlisted	99	±1	85	7	5	3	±5	1.3	±0.1	
Officers	99	±2	92	7	1	0	±4	1.1	±0.1	
NHPI	97	±5	93	5	1	1	±3	1.1	±0.1	
ARNG	98	±4	97	3	0	0	±5	1.0	±0.1	
USAR	99	±1	88	8	3	1	±4	1.2	±0.1	
USNR	62	±45	91	NR	NR	NR	±15	1.1	±0.2	
ANG	100	±1	95	3	1	1	±6	1.1	±0.1	
USAFR	99	±2	93	6	0	1	±8	1.1	±0.1	
Enlisted	96	±5	93	5	1	1	±3	1.1	±0.1	
Officers	99	±2	96	3	1	0	±5	1.1	±0.1	
TWO OR MORE RACES	99	±1	91	7	1	1	±6	1.1	±0.1	
ARNG	99	±2	94	5	1	NR	±8	1.1	±0.1	
USAR	100	±0	NR	NR	1	0	±2	1.2	±0.2	
USNR	98	±2	91	7	2	1	±7	1.1	±0.1	
USMCR	100	±0	94	NR	1	1	±13	1.1	±0.1	
ANG	99	±1	94	5	1	0	±5	1.1	±0.1	
USAFR	99	±1	93	6	1	0	±8	1.1	±0.1	
Enlisted	100	±1	91	7	1	1	±7	1.1	±0.1	
Officers	97	±4	91	8	1	0	±9	1.1	±0.1	
USCGR	98	±1	96	3	1	0	±2	1.1	±0.1	
White	99	±2	98	2	1	0	±2	1.0	±0.1	
Black	100	±0	87	7	7	NR	±13	1.2	±0.2	
Hispanic	99	±3	85	13	1	1	±10	1.2	±0.1	
Other Race/Ethnicity	97	±4	95	4	0	0	±4	1.1	±0.1	
Enlisted	99	±1	95	4	1	0	±3	1.1	±0.1	
E1 – E4	98	±2	95	4	1	0	±5	1.1	±0.1	
E5 – E9	99	±1	96	3	1	0	±3	1.0	±0.1	
Officers	97	±2	99	1	0	1	±3	1.0	±0.1	

NR: Not reportable

53. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or DoD/DHS civilian employees and/or contractors in your military workplace or on your installation/ship...

k. Vandalized your property because of your race/ethnicity?

1. Never  
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Frequency of Behaviors	
			1	2	3	4			
TOTAL DOD	99	±1	98	1	1	0	±1	1.0	±0.1
ARNG	99	±1	98	1	1	0	±1	1.0	±0.1
USAR	99	±1	99	1	1	0	±1	1.0	±0.1
USNR	99	±1	98	1	1	0	±2	1.0	±0.1
USMCR	99	±1	98	1	1	0	±2	1.0	±0.1
ANG	100	±1	99	0	0	0	±2	1.0	±0.1
USAFR	99	±1	99	0	0	0	±2	1.0	±0.1
Enlisted	99	±1	98	1	1	0	±1	1.0	±0.1
E1 – E4	99	±1	98	1	1	0	±1	1.0	±0.1
E5 – E9	99	±1	99	1	0	0	±1	1.0	±0.1
Officers	99	±1	99	1	0	0	±1	1.0	±0.1
O1 – O3	99	±1	99	0	0	0	±1	1.0	±0.1
O4 – O6	99	±1	99	1	0	0	±1	1.0	±0.1
Male	99	±1	98	1	1	0	±1	1.0	±0.1
Female	99	±1	99	1	1	0	±1	1.0	±0.1
AGR/FTS/AR	99	±1	97	2	1	0	±2	1.0	±0.1
Other Selected Reserve	99	±1	99	1	1	0	±1	1.0	±0.1
Reserve Unit	99	±1	99	1	1	0	±1	1.0	±0.1
Military Technician	99	±1	99	1	1	0	±2	1.0	±0.1
IMA	99	±1	99	0	0	0	±1	1.0	±0.1
Not Activated Past 12 Months	99	±1	99	1	1	0	±1	1.0	±0.1
Activated Past 12 Months	99	±1	98	1	1	0	±1	1.0	±0.1
Not Deployed Past 12 Months	99	±1	99	1	1	0	±1	1.0	±0.1
Deployed Past 12 Months	99	±1	97	1	1	0	±1	1.0	±0.1
Deployed OIF/OEF	99	±1	98	1	1	0	±2	1.0	±0.1
WHITE	99	±1	99	1	0	0	±1	1.0	±0.1
ARNG	99	±1	99	1	1	0	±1	1.0	±0.1
USAR	99	±1	100	0	0	0	±1	1.0	±0.1
USNR	100	±1	98	1	1	0	±3	1.0	±0.1
USMCR	99	±2	98	1	1	0	±3	1.0	±0.1
ANG	100	±1	99	0	0	0	±2	1.0	±0.1
USAFR	100	±1	99	0	1	0	±2	1.0	±0.1
Enlisted	99	±1	99	1	1	0	±1	1.0	±0.1
E1 – E4	99	±1	98	1	1	0	±2	1.0	±0.1
E5 – E9	99	±1	99	1	0	0	±1	1.0	±0.1
Officers	99	±1	99	0	0	0	±1	1.0	±0.1
BLACK	99	±1	97	1	1	0	±1	1.0	±0.1
ARNG	99	±1	97	1	1	0	±2	1.1	±0.1
USAR	99	±1	97	1	1	0	±2	1.0	±0.1
USNR	99	±1	97	1	2	0	±2	1.0	±0.1
USMCR	98	±2	98	0	1	0	±3	1.0	±0.1
ANG	99	±1	99	1	0	0	±1	1.0	±0.1
USAFR	99	±1	99	1	0	0	±1	1.0	±0.1
Enlisted	99	±1	97	1	1	0	±1	1.0	±0.1
E1 – E4	99	±1	98	1	1	0	±2	1.0	±0.1
E5 – E9	98	±1	97	2	1	0	±2	1.0	±0.1
Officers	98	±1	98	1	0	0	±1	1.0	±0.1

Note. Percent responding are Reserve component members who answered the question.

53k. Continued	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
HISPANIC	99	±1	98	1	0	0	±1	1.0	±0.1	
ARNG	99	±1	98	1	1	0	±2	1.0	±0.1	
USAR	98	±2	98	2	0	0	±3	1.0	±0.1	
USNR	99	±1	98	1	1	0	±2	1.0	±0.1	
USMCR	100	±1	98	1	0	0	±2	1.0	±0.1	
ANG	99	±1	99	1	0	0	±2	1.0	±0.1	
USAFR	99	±1	99	1	0	0	±2	1.0	±0.1	
Enlisted	99	±1	98	1	0	0	±1	1.0	±0.1	
E1 – E4	98	±2	98	1	1	0	±2	1.0	±0.1	
E5 – E9	99	±1	98	1	0	0	±2	1.0	±0.1	
Officers	99	±1	99	1	0	0	±1	1.0	±0.1	
AIAN	100	±1	99	0	0	0	±1	1.0	±0.1	
ARNG	100	±1	99	1	0	0	±1	1.0	±0.1	
USAR	100	±0	100	0	0	0	±1	1.0	±0.1	
USNR	100	±1	100	0	0	0	±2	1.0	±0.1	
ANG	99	±1	99	0	0	0	±2	1.0	±0.1	
USAFR	100	±0	100	0	0	0	±0	1.0	±0.0	
Enlisted	100	±1	99	0	0	0	±1	1.0	±0.1	
Officers	100	±0	99	0	0	0	±2	1.0	±0.1	
ASIAN	99	±1	96	2	2	0	±2	1.1	±0.1	
ARNG	99	±1	96	2	1	0	±2	1.1	±0.1	
USAR	99	±1	96	2	2	0	±2	1.1	±0.1	
USNR	100	±1	97	2	1	0	±2	1.0	±0.1	
USMCR	99	±2	NR	1	NR	0	±3	1.2	±0.3	
ANG	100	±1	97	2	1	0	±2	1.0	±0.1	
USAFR	99	±1	99	0	0	0	±1	1.0	±0.1	
Enlisted	99	±1	96	2	2	0	±2	1.1	±0.1	
Officers	99	±1	98	2	0	0	±2	1.0	±0.1	
NHPI	100	±1	95	4	1	0	±8	1.1	±0.1	
ARNG	100	±1	97	2	NR	0	±8	1.0	±0.1	
USAR	99	±1	96	2	2	0	±2	1.1	±0.1	
USNR	100	±0	NR	NR	NR	NR		NR		
ANG	100	±0	98	NR	0	0	±7	1.0	±0.1	
USAFR	99	±2	100	0	0	0	±0	1.0	±0.0	
Enlisted	100	±1	95	4	1	0	±9	1.1	±0.1	
Officers	99	±2	99	1	0	0	±3	1.0	±0.1	
TWO OR MORE RACES	99	±2	98	2	1	0	±3	1.0	±0.1	
ARNG	100	±1	97	2	0	0	±8	1.0	±0.1	
USAR	97	±6	98	0	NR	0	±7	1.0	±0.1	
USNR	98	±2	94	2	3	1	±6	1.1	±0.1	
USMCR	100	±0	NR	NR	NR	1	±5	1.1	±0.1	
ANG	99	±1	99	1	0	0	±2	1.0	±0.1	
USAFR	100	±1	98	2	0	0	±3	1.0	±0.1	
Enlisted	99	±2	97	2	1	0	±4	1.0	±0.1	
Officers	98	±3	100	0	0	0	±1	1.0	±0.1	
USCGR	99	±1	99	1	0	0	±2	1.0	±0.1	
White	98	±2	99	1	0	0	±2	1.0	±0.1	
Black	100	±0	95	NR	5	NR	±12	1.1	±0.2	
Hispanic	99	±3	NR	NR	NR	NR		1.0	±0.0	
Other Race/Ethnicity	100	±1	99	0	0	0	±2	1.0	±0.1	
Enlisted	99	±2	99	1	0	0	±2	1.0	±0.1	
E1 – E4	98	±3	99	1	0	0	±4	1.0	±0.1	
E5 – E9	99	±1	99	0	0	0	±2	1.0	±0.1	
Officers	99	±2	100	0	0	0	±0	1.0	±0.0	

NR: Not reportable

53. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or DoD/DHS civilian employees and/or contractors in your military workplace or on your installation/ship...

I. Made you feel threatened with retaliation if you did not go along with things that were racially/ethnically offensive to you?

1. Never  
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL DOD	99	±1	97	1	1	0	±1	1.0	±0.1	
ARNG	99	±1	97	2	1	1	±1	1.1	±0.1	
USAR	99	±1	97	1	1	0	±1	1.0	±0.1	
USNR	100	±1	98	1	1	0	±2	1.0	±0.1	
USMCR	100	±1	97	2	1	0	±2	1.0	±0.1	
ANG	100	±1	98	0	1	0	±2	1.0	±0.1	
USAFR	99	±1	99	1	1	0	±1	1.0	±0.1	
Enlisted	99	±1	97	1	1	0	±1	1.1	±0.1	
E1 – E4	99	±1	97	1	1	1	±1	1.1	±0.1	
E5 – E9	99	±1	97	2	1	0	±1	1.0	±0.1	
Officers	99	±1	99	1	0	0	±1	1.0	±0.1	
O1 – O3	99	±1	98	1	0	0	±1	1.0	±0.1	
O4 – O6	99	±1	99	1	0	0	±1	1.0	±0.1	
Male	99	±1	97	1	1	0	±1	1.0	±0.1	
Female	99	±1	97	1	1	0	±1	1.0	±0.1	
AGR/FTS/AR	99	±1	97	1	1	1	±2	1.1	±0.1	
Other Selected Reserve	99	±1	97	1	1	0	±1	1.0	±0.1	
Reserve Unit	99	±1	97	1	1	0	±1	1.0	±0.1	
Military Technician	99	±1	98	2	1	0	±2	1.0	±0.1	
IMA	100	±1	98	1	0	0	±3	1.0	±0.1	
Not Activated Past 12 Months	99	±1	98	1	1	0	±1	1.0	±0.1	
Activated Past 12 Months	100	±1	97	2	1	1	±2	1.1	±0.1	
Not Deployed Past 12 Months	99	±1	98	1	1	0	±1	1.0	±0.1	
Deployed Past 12 Months	99	±1	95	3	2	1	±2	1.1	±0.1	
Deployed OIF/OEF	99	±1	95	3	2	0	±2	1.1	±0.1	
WHITE	100	±1	98	1	1	0	±1	1.0	±0.1	
ARNG	99	±1	98	1	1	0	±2	1.0	±0.1	
USAR	100	±1	99	1	0	0	±2	1.0	±0.1	
USNR	100	±1	98	1	1	0	±3	1.0	±0.1	
USMCR	100	±1	98	2	0	0	±3	1.0	±0.1	
ANG	100	±1	99	0	1	0	±2	1.0	±0.1	
USAFR	100	±1	99	0	1	0	±2	1.0	±0.1	
Enlisted	100	±1	98	1	1	0	±1	1.0	±0.1	
E1 – E4	100	±1	98	1	1	0	±2	1.0	±0.1	
E5 – E9	99	±1	98	1	0	0	±1	1.0	±0.1	
Officers	99	±1	99	0	0	0	±1	1.0	±0.1	
BLACK	99	±1	95	2	2	1	±2	1.1	±0.1	
ARNG	99	±1	93	3	2	2	±3	1.1	±0.1	
USAR	99	±1	96	1	2	1	±2	1.1	±0.1	
USNR	99	±1	95	3	2	0	±2	1.1	±0.1	
USMCR	99	±2	96	2	2	0	±4	1.1	±0.1	
ANG	99	±1	96	2	1	0	±2	1.1	±0.1	
USAFR	99	±1	97	2	1	0	±2	1.0	±0.1	
Enlisted	99	±1	95	2	2	1	±2	1.1	±0.1	
E1 – E4	100	±1	95	1	2	2	±3	1.1	±0.1	
E5 – E9	99	±1	94	3	2	1	±2	1.1	±0.1	
Officers	99	±1	96	2	1	1	±1	1.1	±0.1	

Note. Percent responding are Reserve component members who answered the question.

53l. Continued	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
HISPANIC	99	±1	95	3	2	1	±2	1.1	±0.1	
ARNG	99	±1	93	4	2	1	±5	1.1	±0.1	
USAR	98	±2	94	4	2	1	±3	1.1	±0.1	
USNR	100	±1	97	2	1	0	±2	1.0	±0.1	
USMCR	100	±1	98	1	0	0	±2	1.0	±0.1	
ANG	99	±1	95	1	NR	1	±11	1.1	±0.2	
USAFR	99	±1	97	2	0	0	±5	1.0	±0.1	
Enlisted	99	±1	94	3	2	0	±2	1.1	±0.1	
E1 – E4	98	±2	94	4	1	0	±4	1.1	±0.1	
E5 – E9	99	±1	95	2	2	0	±3	1.1	±0.1	
Officers	99	±1	97	2	1	1	±2	1.1	±0.1	
AIAN	100	±1	96	1	NR	0	±9	1.1	±0.1	
ARNG	100	±1	NR	1	NR	0	±3	1.1	±0.2	
USAR	100	±0	99	1	0	0	±2	1.0	±0.1	
USNR	99	±2	99	0	0	0	±2	1.0	±0.1	
ANG	99	±2	99	0	0	0	±2	1.0	±0.1	
USAFR	99	±2	99	1	0	0	±3	1.0	±0.1	
Enlisted	100	±1	96	1	NR	0	±10	1.1	±0.2	
Officers	100	±0	NR	NR	0	0	±2	1.0	±0.1	
ASIAN	99	±1	94	3	2	1	±5	1.1	±0.1	
ARNG	99	±1	91	3	2	NR	±9	1.2	±0.2	
USAR	99	±1	93	5	2	0	±4	1.1	±0.1	
USNR	100	±1	97	1	1	0	±2	1.0	±0.1	
USMCR	100	±0	NR	1	NR	0	±2	1.2	±0.3	
ANG	99	±1	97	1	1	1	±2	1.1	±0.1	
USAFR	99	±1	99	1	0	0	±1	1.0	±0.1	
Enlisted	99	±1	93	3	2	2	±6	1.1	±0.1	
Officers	100	±1	96	4	0	0	±5	1.1	±0.1	
NHPI	99	±1	96	2	1	1	±3	1.1	±0.1	
ARNG	100	±1	97	3	NR	0	±8	1.0	±0.1	
USAR	99	±1	94	2	2	1	±3	1.1	±0.1	
USNR	98	±4	NR	1	NR	NR	±4	1.1	±0.1	
ANG	100	±0	97	2	0	0	±7	1.0	±0.1	
USAFR	97	±4	99	1	0	0	±3	1.0	±0.1	
Enlisted	99	±1	96	2	1	1	±3	1.1	±0.1	
Officers	99	±1	98	1	0	1	±4	1.0	±0.1	
TWO OR MORE RACES	99	±2	95	3	1	0	±6	1.1	±0.1	
ARNG	100	±1	93	NR	2	0	±14	1.1	±0.1	
USAR	100	±0	98	1	0	1	±2	1.0	±0.1	
USNR	99	±2	94	3	2	0	±6	1.1	±0.1	
USMCR	100	±0	NR	NR	NR	1	±5	1.1	±0.1	
ANG	99	±1	98	1	0	0	±2	1.0	±0.1	
USAFR	96	±8	97	2	1	0	±4	1.0	±0.1	
Enlisted	99	±2	95	4	1	0	±7	1.1	±0.1	
Officers	100	±1	98	1	1	0	±2	1.0	±0.1	
USCGR	99	±1	99	1	0	0	±2	1.0	±0.1	
White	99	±1	99	1	0	0	±2	1.0	±0.1	
Black	100	±0	95	NR	5	NR	±12	1.1	±0.2	
Hispanic	100	±0	99	1	NR	NR	±7	1.0	±0.1	
Other Race/Ethnicity	98	±4	99	0	1	0	±2	1.0	±0.1	
Enlisted	99	±1	99	1	0	0	±2	1.0	±0.1	
E1 – E4	99	±2	99	1	0	0	±4	1.0	±0.1	
E5 – E9	99	±1	99	1	0	0	±2	1.0	±0.1	
Officers	100	±0	100	0	0	0	±1	1.0	±0.1	

NR: Not reportable

53. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or DoD/DHS civilian employees and/or contractors in your military workplace or on your installation/ship...

m. Physically threatened or intimidated you because of your race/ethnicity?

1. Never  
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Frequency of Behaviors	
			1	2	3	4			
TOTAL DOD	99	±1	98	1	1	0	±1	1.0	±0.1
ARNG	99	±1	97	2	1	0	±1	1.0	±0.1
USAR	99	±1	98	1	1	0	±1	1.0	±0.1
USNR	99	±1	98	1	1	0	±2	1.0	±0.1
USMCR	99	±1	98	1	1	0	±2	1.0	±0.1
ANG	99	±1	99	0	0	0	±1	1.0	±0.1
USAFR	99	±1	99	0	1	0	±2	1.0	±0.1
Enlisted	99	±1	97	1	1	0	±1	1.0	±0.1
E1 – E4	99	±1	97	1	1	1	±1	1.1	±0.1
E5 – E9	99	±1	98	1	0	0	±1	1.0	±0.1
Officers	99	±1	99	1	0	0	±1	1.0	±0.1
O1 – O3	99	±1	99	1	1	0	±1	1.0	±0.1
O4 – O6	100	±1	99	0	0	0	±1	1.0	±0.1
Male	99	±1	98	1	1	0	±1	1.0	±0.1
Female	99	±1	98	1	1	0	±1	1.0	±0.1
AGR/FTS/AR	99	±1	97	2	1	0	±2	1.0	±0.1
Other Selected Reserve	99	±1	98	1	1	0	±1	1.0	±0.1
Reserve Unit	99	±1	98	1	1	0	±1	1.0	±0.1
Military Technician	99	±2	98	2	0	0	±2	1.0	±0.1
IMA	100	±1	99	0	0	0	±1	1.0	±0.1
Not Activated Past 12 Months	99	±1	98	1	1	0	±1	1.0	±0.1
Activated Past 12 Months	99	±1	97	2	0	0	±2	1.0	±0.1
Not Deployed Past 12 Months	99	±1	98	1	1	0	±1	1.0	±0.1
Deployed Past 12 Months	99	±1	96	3	1	1	±2	1.1	±0.1
Deployed OIF/OEF	99	±1	96	3	1	0	±2	1.1	±0.1
WHITE	99	±1	98	1	0	0	±1	1.0	±0.1
ARNG	99	±1	98	1	0	0	±2	1.0	±0.1
USAR	99	±1	98	1	0	0	±2	1.0	±0.1
USNR	99	±1	98	1	1	0	±3	1.0	±0.1
USMCR	99	±2	98	1	1	0	±3	1.0	±0.1
ANG	99	±1	99	0	0	0	±2	1.0	±0.1
USAFR	100	±1	99	0	1	0	±2	1.0	±0.1
Enlisted	99	±1	98	1	1	0	±1	1.0	±0.1
E1 – E4	100	±1	98	1	1	1	±2	1.0	±0.1
E5 – E9	99	±1	99	1	0	0	±1	1.0	±0.1
Officers	99	±1	100	0	0	0	±1	1.0	±0.1
BLACK	99	±1	96	2	2	1	±1	1.1	±0.1
ARNG	99	±1	95	2	2	1	±3	1.1	±0.1
USAR	99	±1	96	1	2	1	±2	1.1	±0.1
USNR	99	±1	96	2	2	0	±2	1.1	±0.1
USMCR	98	±2	97	0	3	0	±4	1.1	±0.1
ANG	99	±1	98	1	1	0	±1	1.0	±0.1
USAFR	99	±1	98	1	0	0	±1	1.0	±0.1
Enlisted	99	±1	96	2	2	1	±2	1.1	±0.1
E1 – E4	99	±1	95	1	2	1	±3	1.1	±0.1
E5 – E9	99	±1	96	2	2	0	±2	1.1	±0.1
Officers	99	±1	98	1	1	0	±1	1.0	±0.1

Note. Percent responding are Reserve component members who answered the question.

53m. Continued	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
HISPANIC	99	±1	97	2	1	1	±2	1.1	±0.1	
ARNG	99	±1	95	4	1	0	±4	1.1	±0.1	
USAR	98	±2	96	2	1	1	±3	1.1	±0.1	
USNR	100	±1	99	1	1	0	±2	1.0	±0.1	
USMCR	100	±1	98	1	0	0	±2	1.0	±0.1	
ANG	99	±1	99	0	0	0	±2	1.0	±0.1	
USAFR	100	±1	99	1	0	0	±2	1.0	±0.1	
Enlisted	99	±1	96	2	1	0	±2	1.1	±0.1	
E1 – E4	98	±2	96	2	1	1	±3	1.1	±0.1	
E5 – E9	100	±1	97	2	1	0	±3	1.0	±0.1	
Officers	100	±1	97	2	0	1	±2	1.0	±0.1	
AIAN	99	±2	99	1	1	0	±2	1.0	±0.1	
ARNG	99	±3	98	1	1	0	±3	1.0	±0.1	
USAR	100	±1	99	1	0	0	±2	1.0	±0.1	
USNR	100	±0	99	0	0	0	±2	1.0	±0.1	
ANG	100	±1	99	0	0	0	±2	1.0	±0.1	
USAFR	100	±0	100	0	0	0	±0	1.0	±0.0	
Enlisted	99	±2	99	1	0	0	±1	1.0	±0.1	
Officers	100	±1	NR	1	NR	0	±2	1.1	±0.2	
ASIAN	99	±1	95	2	2	1	±6	1.1	±0.1	
ARNG	99	±1	92	2	2	NR	±10	1.2	±0.2	
USAR	99	±1	95	3	2	0	±3	1.1	±0.1	
USNR	99	±1	96	2	1	1	±2	1.1	±0.1	
USMCR	100	±1	NR	1	NR	0	±4	1.2	±0.3	
ANG	100	±1	97	2	1	0	±2	1.0	±0.1	
USAFR	99	±1	99	1	0	0	±1	1.0	±0.1	
Enlisted	99	±1	94	2	2	2	±7	1.1	±0.1	
Officers	99	±1	98	1	0	0	±1	1.0	±0.1	
NHPI	100	±1	95	3	1	0	±8	1.1	±0.1	
ARNG	100	±1	98	2	NR	0	±4	1.0	±0.1	
USAR	99	±1	95	1	4	1	±3	1.1	±0.1	
USNR	98	±3	NR	NR	NR	NR		NR		
ANG	100	±0	98	NR	0	0	±7	1.0	±0.1	
USAFR	99	±2	100	0	0	0	±2	1.0	±0.1	
Enlisted	100	±1	95	4	1	0	±9	1.1	±0.1	
Officers	99	±2	99	0	1	0	±2	1.0	±0.1	
TWO OR MORE RACES	98	±3	98	2	0	0	±3	1.0	±0.1	
ARNG	96	±7	97	2	0	0	±8	1.0	±0.1	
USAR	100	±0	99	0	0	0	±2	1.0	±0.1	
USNR	98	±3	93	4	3	1	±7	1.1	±0.1	
USMCR	100	±0	NR	NR	NR	1	±5	1.1	±0.1	
ANG	99	±1	99	1	0	0	±1	1.0	±0.1	
USAFR	99	±1	97	2	1	0	±4	1.0	±0.1	
Enlisted	98	±4	97	2	1	0	±3	1.0	±0.1	
Officers	99	±1	99	0	0	0	±2	1.0	±0.1	
USCGR	99	±1	99	1	0	0	±2	1.0	±0.1	
White	99	±1	99	1	0	0	±2	1.0	±0.1	
Black	98	±5	95	NR	5	NR	±12	1.1	±0.2	
Hispanic	100	±0	NR	NR	NR	NR		1.0	±0.0	
Other Race/Ethnicity	100	±1	99	1	0	0	±2	1.0	±0.1	
Enlisted	99	±1	99	1	0	0	±2	1.0	±0.1	
E1 – E4	99	±2	99	1	0	0	±4	1.0	±0.1	
E5 – E9	100	±1	99	0	0	0	±2	1.0	±0.1	
Officers	100	±1	100	0	0	0	±0	1.0	±0.0	

NR: Not reportable

53. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or DoD/DHS civilian employees and/or contractors in your military workplace or on your installation/ship...

n. Assaulted you physically because of your race/ethnicity?

1. Never  
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Frequency of Behaviors	
			1	2	3	4			
TOTAL DOD	99	±1	99	1	1	0	±1	1.0	±0.1
ARNG	99	±1	98	1	0	0	±1	1.0	±0.1
USAR	99	±1	99	1	1	0	±1	1.0	±0.1
USNR	99	±1	98	1	1	0	±2	1.0	±0.1
USMCR	98	±2	98	1	1	0	±2	1.0	±0.1
ANG	99	±1	99	0	0	0	±1	1.0	±0.1
USAFR	99	±1	99	0	0	0	±2	1.0	±0.1
Enlisted	99	±1	98	1	1	0	±1	1.0	±0.1
E1 – E4	99	±1	98	1	1	0	±1	1.0	±0.1
E5 – E9	99	±1	99	1	0	0	±1	1.0	±0.1
Officers	99	±1	100	0	0	0	±1	1.0	±0.1
O1 – O3	99	±1	99	0	0	0	±1	1.0	±0.1
O4 – O6	99	±1	100	0	0	0	±1	1.0	±0.1
Male	99	±1	98	1	0	0	±1	1.0	±0.1
Female	99	±1	99	1	1	0	±1	1.0	±0.1
AGR/FTS/AR	99	±1	98	1	1	0	±1	1.0	±0.1
Other Selected Reserve	99	±1	99	1	0	0	±1	1.0	±0.1
Reserve Unit	99	±1	99	1	0	0	±1	1.0	±0.1
Military Technician	99	±1	99	1	0	0	±2	1.0	±0.1
IMA	100	±1	99	0	0	0	±1	1.0	±0.1
Not Activated Past 12 Months	99	±1	99	1	0	0	±1	1.0	±0.1
Activated Past 12 Months	99	±1	98	1	0	0	±2	1.0	±0.1
Not Deployed Past 12 Months	99	±1	99	1	0	0	±1	1.0	±0.1
Deployed Past 12 Months	99	±1	97	1	1	0	±1	1.0	±0.1
Deployed OIF/OEF	99	±1	98	2	1	0	±2	1.0	±0.1
WHITE	99	±1	99	1	0	0	±1	1.0	±0.1
ARNG	99	±1	99	1	0	0	±1	1.0	±0.1
USAR	99	±1	99	1	0	0	±2	1.0	±0.1
USNR	99	±1	98	1	1	0	±2	1.0	±0.1
USMCR	98	±2	99	1	0	0	±3	1.0	±0.1
ANG	100	±1	100	0	0	0	±2	1.0	±0.1
USAFR	99	±1	99	0	1	0	±2	1.0	±0.1
Enlisted	99	±1	99	1	0	0	±1	1.0	±0.1
E1 – E4	99	±1	98	1	1	0	±2	1.0	±0.1
E5 – E9	99	±1	99	1	0	0	±1	1.0	±0.1
Officers	99	±1	100	0	0	0	±1	1.0	±0.1
BLACK	99	±1	98	1	1	0	±1	1.0	±0.1
ARNG	99	±1	97	2	1	0	±2	1.0	±0.1
USAR	99	±1	98	0	1	0	±2	1.0	±0.1
USNR	98	±1	97	1	2	0	±2	1.0	±0.1
USMCR	99	±1	98	0	2	0	±3	1.0	±0.1
ANG	99	±1	99	0	0	0	±1	1.0	±0.1
USAFR	99	±1	99	1	0	0	±1	1.0	±0.1
Enlisted	99	±1	98	1	1	0	±1	1.0	±0.1
E1 – E4	100	±1	97	1	1	1	±2	1.1	±0.1
E5 – E9	99	±1	98	1	1	0	±1	1.0	±0.1
Officers	99	±1	100	0	0	0	±1	1.0	±0.1

Note. Percent responding are Reserve component members who answered the question.



53n. Continued	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
HISPANIC	99	±1	98	1	1	0	±2	1.0	±0.1	
ARNG	99	±2	97	1	1	0	±4	1.0	±0.1	
USAR	98	±2	98	0	1	1	±2	1.0	±0.1	
USNR	100	±1	98	1	1	0	±2	1.0	±0.1	
USMCR	98	±4	99	1	0	0	±2	1.0	±0.1	
ANG	99	±1	99	0	0	0	±2	1.0	±0.1	
USAFR	99	±1	99	0	0	0	±1	1.0	±0.1	
Enlisted	99	±1	98	1	1	0	±2	1.0	±0.1	
E1 – E4	98	±2	97	1	1	1	±3	1.0	±0.1	
E5 – E9	99	±1	99	0	1	0	±1	1.0	±0.1	
Officers	99	±1	99	0	0	0	±1	1.0	±0.1	
AIAN	100	±1	99	1	0	0	±3	1.0	±0.1	
ARNG	100	±1	98	1	0	0	±5	1.0	±0.1	
USAR	100	±1	100	0	0	0	±1	1.0	±0.1	
USNR	100	±1	100	0	0	0	±2	1.0	±0.1	
ANG	100	±1	99	0	0	0	±2	1.0	±0.1	
USAFR	98	±3	100	0	0	0	±0	1.0	±0.0	
Enlisted	100	±1	99	1	0	0	±3	1.0	±0.1	
Officers	100	±1	100	0	0	0	±2	1.0	±0.1	
ASIAN	99	±1	96	1	2	1	±6	1.1	±0.1	
ARNG	99	±1	93	2	2	NR	±10	1.2	±0.2	
USAR	99	±1	96	2	2	0	±3	1.1	±0.1	
USNR	99	±1	98	1	1	0	±2	1.0	±0.1	
USMCR	100	±0	NR	1	NR	0	±2	1.2	±0.3	
ANG	100	±1	98	1	1	0	±2	1.0	±0.1	
USAFR	99	±1	99	0	0	0	±1	1.0	±0.1	
Enlisted	99	±1	95	2	2	1	±7	1.1	±0.1	
Officers	99	±1	99	1	0	0	±1	1.0	±0.1	
NHPI	100	±1	98	1	1	0	±2	1.0	±0.1	
ARNG	100	±1	99	1	NR	0	±4	1.0	±0.1	
USAR	100	±1	96	1	2	1	±2	1.1	±0.1	
USNR	100	±0	NR	1	NR	NR	±4	1.1	±0.1	
ANG	100	±1	98	NR	0	0	±7	1.0	±0.1	
USAFR	99	±2	100	0	0	0	±0	1.0	±0.0	
Enlisted	100	±1	98	1	1	0	±2	1.0	±0.1	
Officers	99	±1	100	0	0	0	±2	1.0	±0.1	
TWO OR MORE RACES	100	±1	98	1	0	0	±3	1.0	±0.1	
ARNG	100	±1	98	NR	0	0	±9	1.0	±0.1	
USAR	100	±1	100	0	0	0	±1	1.0	±0.1	
USNR	98	±2	95	3	2	1	±6	1.1	±0.1	
USMCR	100	±0	NR	NR	NR	1	±5	1.1	±0.1	
ANG	99	±1	99	1	0	0	±2	1.0	±0.1	
USAFR	100	±1	99	1	0	0	±4	1.0	±0.1	
Enlisted	100	±1	98	2	0	0	±4	1.0	±0.1	
Officers	99	±1	100	0	0	0	±1	1.0	±0.1	
USCGR	99	±1	99	0	0	0	±2	1.0	±0.1	
White	99	±2	100	0	0	0	±2	1.0	±0.1	
Black	98	±5	95	NR	5	NR	±12	1.1	±0.2	
Hispanic	100	±0	NR	NR	NR	NR		1.0	±0.0	
Other Race/Ethnicity	100	±1	99	0	0	0	±2	1.0	±0.1	
Enlisted	99	±2	99	0	0	0	±2	1.0	±0.1	
E1 – E4	98	±3	99	1	0	0	±4	1.0	±0.1	
E5 – E9	100	±1	99	0	0	0	±2	1.0	±0.1	
Officers	100	±1	100	0	0	0	±0	1.0	±0.0	

NR: Not reportable

53. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or DoD/DHS civilian employees and/or contractors in your military workplace or on your installation/ship...

o. Other race/ethnic-related experiences?

1. Never  
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL DOD	99	±1	95	3	2	1	±1	1.1	±0.1	
ARNG	99	±1	94	3	1	1	±2	1.1	±0.1	
USAR	99	±1	94	4	2	1	±2	1.1	±0.1	
USNR	99	±1	95	3	2	0	±2	1.1	±0.1	
USMCR	99	±1	96	2	1	1	±3	1.1	±0.1	
ANG	98	±1	97	1	1	0	±2	1.0	±0.1	
USAFR	99	±1	97	2	1	0	±2	1.1	±0.1	
Enlisted	99	±1	95	3	2	1	±1	1.1	±0.1	
E1 – E4	99	±1	94	3	2	1	±2	1.1	±0.1	
E5 – E9	99	±1	95	3	2	1	±1	1.1	±0.1	
Officers	99	±1	97	2	1	0	±1	1.0	±0.1	
O1 – O3	99	±1	96	3	1	0	±1	1.1	±0.1	
O4 – O6	99	±1	97	2	1	0	±1	1.0	±0.1	
Male	99	±1	95	3	1	1	±1	1.1	±0.1	
Female	99	±1	95	2	2	1	±2	1.1	±0.1	
AGR/FTS/AR	98	±2	94	3	2	1	±2	1.1	±0.1	
Other Selected Reserve	99	±1	95	3	1	1	±1	1.1	±0.1	
Reserve Unit	99	±1	95	3	2	1	±1	1.1	±0.1	
Military Technician	98	±2	97	2	1	0	±2	1.0	±0.1	
IMA	99	±1	97	1	1	1	±4	1.1	±0.1	
Not Activated Past 12 Months	99	±1	96	2	1	1	±1	1.1	±0.1	
Activated Past 12 Months	99	±1	94	3	1	1	±2	1.1	±0.1	
Not Deployed Past 12 Months	99	±1	96	2	1	1	±1	1.1	±0.1	
Deployed Past 12 Months	99	±1	91	5	2	1	±2	1.1	±0.1	
Deployed OIF/OEF	98	±1	92	5	2	1	±2	1.1	±0.1	
WHITE	99	±1	97	2	1	0	±1	1.0	±0.1	
ARNG	99	±1	96	2	1	1	±2	1.1	±0.1	
USAR	99	±1	96	3	1	0	±3	1.1	±0.1	
USNR	99	±2	97	2	1	0	±3	1.0	±0.1	
USMCR	99	±2	96	1	1	1	±4	1.1	±0.1	
ANG	99	±2	98	1	1	0	±2	1.0	±0.1	
USAFR	99	±2	98	0	1	0	±2	1.0	±0.1	
Enlisted	99	±1	97	2	1	1	±1	1.1	±0.1	
E1 – E4	99	±1	96	1	1	1	±2	1.1	±0.1	
E5 – E9	99	±1	97	2	1	0	±2	1.0	±0.1	
Officers	99	±1	98	1	0	0	±1	1.0	±0.1	
BLACK	98	±1	89	5	4	2	±2	1.2	±0.1	
ARNG	97	±2	87	7	3	2	±4	1.2	±0.1	
USAR	98	±1	89	5	4	2	±3	1.2	±0.1	
USNR	98	±1	90	6	4	0	±2	1.1	±0.1	
USMCR	99	±1	94	3	3	0	±4	1.1	±0.1	
ANG	98	±1	91	4	4	1	±2	1.1	±0.1	
USAFR	98	±1	93	4	2	1	±2	1.1	±0.1	
Enlisted	98	±1	89	5	4	2	±2	1.2	±0.1	
E1 – E4	98	±2	90	5	3	2	±3	1.2	±0.1	
E5 – E9	98	±1	89	6	4	2	±2	1.2	±0.1	
Officers	98	±1	91	6	2	1	±2	1.1	±0.1	

Note. Percent responding are Reserve component members who answered the question.

530. Continued	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
HISPANIC	98	±1	92	5	3	1	±2	1.1	±0.1	
ARNG	98	±2	89	6	3	1	±5	1.2	±0.1	
USAR	98	±2	92	5	3	1	±4	1.1	±0.1	
USNR	99	±1	95	3	1	1	±3	1.1	±0.1	
USMCR	98	±2	97	1	1	0	±2	1.1	±0.1	
ANG	99	±1	93	3	NR	0	±9	1.1	±0.2	
USAFR	100	±1	95	2	1	1	±7	1.1	±0.1	
Enlisted	98	±1	92	5	3	1	±3	1.1	±0.1	
E1 – E4	97	±2	92	5	2	1	±4	1.1	±0.1	
E5 – E9	99	±1	91	4	3	1	±3	1.1	±0.1	
Officers	99	±1	93	4	1	1	±3	1.1	±0.1	
AIAN	96	±5	96	3	0	1	±2	1.1	±0.1	
ARNG	98	±4	95	3	1	1	±4	1.1	±0.1	
USAR	99	±1	98	1	0	0	±2	1.0	±0.1	
USNR	100	±0	97	2	0	0	±5	1.0	±0.1	
ANG	81	±31	99	1	1	0	±2	1.0	±0.1	
USAFR	99	±2	98	2	0	0	±3	1.0	±0.1	
Enlisted	96	±5	97	2	1	0	±2	1.0	±0.1	
Officers	100	±1	91	5	0	NR	±12	1.2	±0.2	
ASIAN	99	±1	89	6	3	2	±5	1.2	±0.1	
ARNG	99	±1	87	6	3	NR	±9	1.2	±0.2	
USAR	98	±1	91	5	4	1	±4	1.1	±0.1	
USNR	99	±1	91	5	3	1	±4	1.1	±0.1	
USMCR	99	±2	NR	NR	2	0	±3	1.1	±0.2	
ANG	99	±1	95	4	2	0	±3	1.1	±0.1	
USAFR	99	±1	NR	NR	1	0	±1	1.1	±0.2	
Enlisted	99	±1	89	6	3	2	±6	1.2	±0.1	
Officers	99	±1	92	5	3	0	±4	1.1	±0.1	
NHPI	99	±1	95	4	1	0	±7	1.1	±0.1	
ARNG	100	±1	98	1	0	0	±4	1.0	±0.1	
USAR	97	±2	93	3	3	0	±3	1.1	±0.1	
USNR	100	±0	NR	NR	NR	NR		NR		
ANG	100	±1	98	1	0	1	±2	1.0	±0.1	
USAFR	99	±2	96	3	0	1	±7	1.1	±0.1	
Enlisted	99	±1	94	4	1	0	±8	1.1	±0.1	
Officers	99	±2	99	0	0	0	±2	1.0	±0.1	
TWO OR MORE RACES	99	±2	94	4	2	0	±4	1.1	±0.1	
ARNG	100	±1	94	4	2	0	±9	1.1	±0.1	
USAR	99	±1	97	2	1	0	±6	1.1	±0.1	
USNR	98	±2	90	5	4	1	±7	1.1	±0.1	
USMCR	100	±0	NR	NR	NR	2	±6	1.1	±0.2	
ANG	99	±1	93	2	NR	0	±14	1.1	±0.2	
USAFR	96	±8	94	4	1	0	±9	1.1	±0.1	
Enlisted	99	±2	95	4	1	0	±4	1.1	±0.1	
Officers	98	±3	91	4	NR	0	±14	1.2	±0.2	
USCGR	98	±1	97	2	1	0	±2	1.0	±0.1	
White	98	±2	98	1	0	0	±2	1.0	±0.1	
Black	100	±0	87	8	5	NR	±13	1.2	±0.2	
Hispanic	97	±4	94	3	2	1	±8	1.1	±0.1	
Other Race/Ethnicity	99	±1	95	4	1	0	±4	1.1	±0.1	
Enlisted	98	±2	96	2	1	0	±2	1.0	±0.1	
E1 – E4	97	±3	95	4	1	0	±5	1.1	±0.1	
E5 – E9	99	±1	97	1	1	0	±2	1.0	±0.1	
Officers	99	±2	99	1	0	1	±2	1.0	±0.1	

NR: Not reportable

54. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

a. You were rated lower than you deserved on your last military evaluation.


















































1. Yes, and my race/ethnicity was a factor

2. Yes, but my race/ethnicity was NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	98	±1	2	9	89	±1	11.0	±1.0	
ARNG	98	±1	2	10	87	±2	13.0	±2.0	
USAR	99	±1	2	9	89	±2	11.0	±2.0	
USNR	99	±1	3	14	84	±3	16.0	±3.0	
USMCR	99	±1	2	15	83	±4	17.0	±4.0	
ANG	99	±1	1	4	94	±2	6.0	±2.0	
USAFR	99	±1	1	5	94	±2	6.0	±2.0	
Enlisted	98	±1	2	10	88	±1	12.0	±1.0	
E1 – E4	98	±1	2	10	88	±2	12.0	±2.0	
E5 – E9	99	±1	2	10	88	±2	12.0	±2.0	
Officers	99	±1	2	6	92	±1	8.0	±1.0	
O1 – O3	99	±1	1	4	94	±2	6.0	±2.0	
O4 – O6	99	±1	2	7	91	±2	9.0	±2.0	
Male	98	±1	2	9	89	±1	11.0	±1.0	
Female	98	±1	3	8	90	±2	10.0	±2.0	
AGR/FTS/AR	98	±1	3	13	85	±3	15.0	±3.0	
Other Selected Reserve	98	±1	2	9	89	±1	11.0	±1.0	
Reserve Unit	98	±1	2	9	89	±1	11.0	±1.0	
Military Technician	99	±1	2	9	90	±4	10.0	±4.0	
IMA	99	±2	2	4	94	±3	6.0	±3.0	
Not Activated Past 12 Months	99	±1	2	8	90	±1	10.0	±1.0	
Activated Past 12 Months	98	±1	3	12	85	±3	15.0	±3.0	
Not Deployed Past 12 Months	99	±1	2	8	90	±1	10.0	±1.0	
Deployed Past 12 Months	98	±1	4	13	84	±3	16.0	±3.0	
Deployed OIF/OEF	98	±1	4	13	83	±3	17.0	±3.0	
WHITE	99	±1	1	8	91	±2	9.0	±2.0	
ARNG	99	±1	1	9	90	±2	10.0	±2.0	
USAR	100	±1	1	9	91	±3	9.0	±3.0	
USNR	100	±1	1	12	87	±4	13.0	±4.0	
USMCR	100	±1	1	14	84	±5	16.0	±5.0	
ANG	99	±1	1	4	95	±3	5.0	±3.0	
USAFR	99	±2	0	4	96	±3	4.0	±3.0	
Enlisted	99	±1	1	9	90	±2	10.0	±2.0	
E1 – E4	99	±1	1	9	90	±3	10.0	±3.0	
E5 – E9	99	±1	1	9	90	±2	10.0	±2.0	
Officers	99	±1	1	5	94	±2	6.0	±2.0	
BLACK	96	±1	6	11	83	±2	17.0	±2.0	
ARNG	96	±2	7	13	79	±4	21.0	±4.0	
USAR	96	±2	5	9	86	±3	14.0	±3.0	
USNR	98	±1	6	22	72	±4	28.0	±4.0	
USMCR	97	±2	6	12	82	±8	18.0	±8.0	
ANG	98	±1	3	4	92	±2	8.0	±2.0	
USAFR	98	±1	4	7	89	±2	11.0	±2.0	
Enlisted	96	±1	6	12	83	±2	17.0	±2.0	
E1 – E4	96	±2	4	10	86	±4	14.0	±4.0	
E5 – E9	96	±2	7	13	81	±3	19.0	±3.0	
Officers	98	±1	6	6	88	±2	12.0	±2.0	

Note. Percent responding are Reserve component members who answered the question.

54a. Continued	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
HISPANIC	98	±1	4	10	86	±3	14.0	±3.0	
ARNG	97	±2	6	10	84	±5	16.0	±5.0	
USAR	98	±2	2	10	88	±4	12.0	±4.0	
USNR	99	±1	3	17	80	±7	20.0	±7.0	
USMCR	95	±5	3	13	84	±7	16.0	±7.0	
ANG	99	±1	2	5	93	±3	7.0	±3.0	
USAFR	99	±1	2	3	95	±2	5.0	±2.0	
Enlisted	98	±1	4	10	86	±3	14.0	±3.0	
E1 – E4	97	±2	3	10	86	±4	14.0	±4.0	
E5 – E9	98	±1	4	10	86	±4	14.0	±4.0	
Officers	99	±1	5	7	88	±4	12.0	±4.0	
AIAN	96	±5	2	16	82	±11	18.0	±11.0	
ARNG	93	±9	2	24	74	±18	26.0	±18.0	
USAR	100	±1	2	5	93	±7	7.0	±7.0	
USNR	100	±0	2	10	88	±10	12.0	±10.0	
ANG	100	±1	0	2	98	±3	2.0	±3.0	
USAFR	100	±0	0	4	96	±5	4.0	±5.0	
Enlisted	96	±6	1	17	82	±12	18.0	±12.0	
Officers	100	±0	5	8	87	±13	13.0	±13.0	
ASIAN	99	±1	6	12	82	±4	18.0	±4.0	
ARNG	99	±1	6	13	81	±10	19.0	±10.0	
USAR	98	±2	6	10	84	±5	16.0	±5.0	
USNR	99	±1	NR	13	81	±10	19.0	±10.0	
USMCR	99	±2	NR	18	70	±16	30.0	±16.0	
ANG	98	±2	1	6	93	±3	7.0	±3.0	
USAFR	99	±1	3	NR	NR	±5	NR		
Enlisted	99	±1	6	13	81	±5	19.0	±5.0	
Officers	99	±1	7	9	84	±6	16.0	±6.0	
NHPI	99	±1	2	10	88	±14	12.0	±12.0	
ARNG	100	±0	1	NR	NR	±4	NR		
USAR	98	±2	5	8	86	±4	14.0	±4.0	
USNR	100	±0	NR	7	93	±12	7.0	±12.0	
ANG	99	±1	NR	2	97	±6	3.0	±6.0	
USAFR	95	±6	1	3	96	±4	4.0	±4.0	
Enlisted	99	±1	2	10	88	±15	12.0	±14.0	
Officers	99	±1	2	8	90	±7	10.0	±7.0	
TWO OR MORE RACES	100	±1	2	11	87	±7	13.0	±7.0	
ARNG	100	±0	1	8	91	±13	9.0	±13.0	
USAR	99	±1	2	NR	NR	±2	NR		
USNR	100	±1	8	12	80	±12	20.0	±11.0	
USMCR	100	±0	NR	NR	NR		NR		
ANG	99	±1	NR	2	93	±14	7.0	±14.0	
USAFR	100	±1	1	NR	NR	±3	NR		
Enlisted	100	±1	1	11	88	±8	12.0	±8.0	
Officers	99	±1	9	8	84	±14	16.0	±13.0	
USCGR	100	±1	1	8	91	±3	9.0	±3.0	
White	100	±1	1	8	92	±3	8.0	±3.0	
Black	100	±0	3	7	90	±11	10.0	±11.0	
Hispanic	100	±0	4	16	80	±10	20.0	±10.0	
Other Race/Ethnicity	97	±5	0	9	90	±6	10.0	±6.0	
Enlisted	100	±1	1	9	90	±3	10.0	±3.0	
E1 – E4	99	±1	1	8	91	±6	9.0	±6.0	
E5 – E9	100	±1	1	9	90	±4	10.0	±4.0	
Officers	100	±1	1	8	91	±5	9.0	±5.0	

NR: Not reportable

54. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

b. Your last military evaluation contained unjustified negative comments.

1. Yes, and my race/ethnicity was a factor

2. Yes, but my race/ethnicity was NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	98	±1	1	5	94	±1	6.0	±1.0	
ARNG	98	±1	2	5	93	±2	7.0	±2.0	
USAR	98	±1	1	4	94	±2	6.0	±2.0	
USNR	99	±1	1	4	95	±2	5.0	±2.0	
USMCR	98	±2	2	6	92	±3	8.0	±3.0	
ANG	99	±1	1	4	96	±2	4.0	±2.0	
USAFR	98	±1	1	3	96	±2	4.0	±2.0	
Enlisted	98	±1	1	5	94	±1	6.0	±1.0	
E1 – E4	98	±1	1	5	94	±2	6.0	±2.0	
E5 – E9	98	±1	1	5	94	±2	6.0	±2.0	
Officers	99	±1	1	2	97	±1	3.0	±1.0	
O1 – O3	99	±1	1	2	97	±1	3.0	±1.0	
O4 – O6	99	±1	1	2	97	±1	3.0	±1.0	
Male	98	±1	1	5	94	±1	6.0	±1.0	
Female	98	±1	1	4	95	±2	5.0	±2.0	
AGR/FTS/AR	98	±2	2	4	94	±2	6.0	±2.0	
Other Selected Reserve	98	±1	1	5	94	±1	6.0	±1.0	
Reserve Unit	98	±1	1	5	94	±1	6.0	±1.0	
Military Technician	98	±2	2	6	93	±3	7.0	±3.0	
IMA	99	±2	2	2	96	±2	4.0	±2.0	
Not Activated Past 12 Months	98	±1	1	4	95	±1	5.0	±1.0	
Activated Past 12 Months	98	±1	2	5	93	±2	7.0	±2.0	
Not Deployed Past 12 Months	98	±1	1	4	95	±1	5.0	±1.0	
Deployed Past 12 Months	97	±1	2	7	91	±2	9.0	±2.0	
Deployed OIF/OEF	97	±2	2	7	90	±3	10.0	±3.0	
WHITE	99	±1	1	4	95	±1	5.0	±1.0	
ARNG	98	±1	1	5	95	±2	5.0	±2.0	
USAR	99	±1	1	3	96	±3	4.0	±3.0	
USNR	100	±1	0	4	96	±3	4.0	±3.0	
USMCR	99	±2	1	5	94	±4	6.0	±4.0	
ANG	99	±1	1	4	96	±3	4.0	±3.0	
USAFR	98	±2	1	3	97	±3	3.0	±3.0	
Enlisted	99	±1	1	4	95	±2	5.0	±2.0	
E1 – E4	99	±1	1	5	94	±2	6.0	±2.0	
E5 – E9	99	±1	1	4	95	±2	5.0	±2.0	
Officers	99	±1	1	2	98	±1	2.0	±1.0	
BLACK	96	±1	3	6	91	±2	9.0	±2.0	
ARNG	95	±2	4	7	89	±3	11.0	±3.0	
USAR	95	±2	3	6	91	±3	9.0	±3.0	
USNR	98	±1	3	6	91	±2	9.0	±2.0	
USMCR	96	±3	6	5	89	±8	11.0	±7.0	
ANG	98	±1	2	4	94	±2	6.0	±2.0	
USAFR	98	±1	3	4	93	±2	7.0	±2.0	
Enlisted	96	±1	4	6	90	±2	10.0	±2.0	
E1 – E4	96	±2	2	6	92	±3	8.0	±3.0	
E5 – E9	96	±2	4	6	89	±2	11.0	±2.0	
Officers	97	±1	2	2	95	±2	5.0	±2.0	

Note. Percent responding are Reserve component members who answered the question.

54b. Continued	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
HISPANIC	97	±1	2	5	93	±2	7.0	±2.0	
ARNG	97	±2	4	6	90	±5	10.0	±5.0	
USAR	97	±2	1	5	94	±4	6.0	±4.0	
USNR	99	±1	1	3	96	±3	4.0	±3.0	
USMCR	95	±5	3	9	88	±8	12.0	±8.0	
ANG	96	±4	1	2	97	±2	3.0	±2.0	
USAFR	99	±1	1	2	97	±2	3.0	±2.0	
Enlisted	97	±2	2	5	93	±3	7.0	±3.0	
E1 – E4	96	±3	2	5	93	±4	7.0	±4.0	
E5 – E9	98	±2	2	5	93	±3	7.0	±3.0	
Officers	99	±1	3	4	94	±4	6.0	±4.0	
AIAN	96	±5	1	7	91	±10	9.0	±10.0	
ARNG	93	±9	1	NR	91	±16	9.0	±16.0	
USAR	100	±1	1	2	97	±3	3.0	±3.0	
USNR	99	±2	0	2	97	±3	3.0	±3.0	
ANG	99	±1	0	NR	NR	±1	NR		
USAFR	97	±4	0	1	99	±3	1.0	±3.0	
Enlisted	95	±6	1	8	91	±12	9.0	±11.0	
Officers	100	±1	1	6	94	±11	6.0	±11.0	
ASIAN	98	±1	4	7	89	±4	11.0	±4.0	
ARNG	99	±1	5	8	87	±10	13.0	±10.0	
USAR	98	±2	3	5	93	±4	7.0	±4.0	
USNR	99	±1	NR	4	90	±13	10.0	±13.0	
USMCR	97	±3	3	NR	NR	±4	NR		
ANG	97	±2	1	3	96	±3	4.0	±3.0	
USAFR	99	±1	2	NR	NR	±6	NR		
Enlisted	98	±1	4	7	89	±5	11.0	±5.0	
Officers	99	±1	3	5	92	±5	8.0	±5.0	
NHPI	99	±1	1	3	96	±3	4.0	±3.0	
ARNG	100	±1	NR	3	97	±8	3.0	±8.0	
USAR	98	±2	4	4	93	±3	7.0	±3.0	
USNR	100	±0	NR	1	99	±4	1.0	±4.0	
ANG	99	±1	NR	1	97	±6	3.0	±6.0	
USAFR	94	±6	1	5	93	±9	7.0	±9.0	
Enlisted	99	±1	1	3	96	±3	4.0	±3.0	
Officers	99	±2	1	3	96	±5	4.0	±5.0	
TWO OR MORE RACES	99	±2	0	5	94	±6	6.0	±6.0	
ARNG	98	±4	0	NR	NR	±1	NR		
USAR	100	±1	0	NR	NR	±1	NR		
USNR	100	±1	3	2	95	±6	5.0	±6.0	
USMCR	100	±1	NR	NR	NR		NR		
ANG	99	±1	0	2	98	±2	2.0	±2.0	
USAFR	100	±1	0	5	94	±8	6.0	±7.0	
Enlisted	99	±2	0	5	95	±7	5.0	±7.0	
Officers	100	±1	1	6	93	±10	7.0	±9.0	
USCGR	99	±1	1	4	96	±2	4.0	±2.0	
White	99	±1	0	4	96	±3	4.0	±3.0	
Black	100	±0	0	4	95	±11	5.0	±10.0	
Hispanic	100	±0	5	NR	93	±9	7.0	±9.0	
Other Race/Ethnicity	97	±5	0	5	95	±5	5.0	±5.0	
Enlisted	99	±1	1	4	95	±3	5.0	±3.0	
E1 – E4	99	±2	1	5	94	±5	6.0	±5.0	
E5 – E9	99	±1	1	3	96	±3	4.0	±3.0	
Officers	100	±1	1	2	97	±4	3.0	±4.0	

NR: Not reportable
















































54. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

c. You were held to a higher performance standard than others in your military job.

1. Yes, and my race/ethnicity was a factor

2. Yes, but my race/ethnicity was NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	98	±1	2	16	82	±2	18.0	±2.0	
ARNG	97	±1	3	18	80	±2	20.0	±2.0	
USAR	98	±1	3	16	81	±3	19.0	±3.0	
USNR	99	±1	2	17	81	±3	19.0	±3.0	
USMCR	98	±1	1	17	81	±4	19.0	±4.0	
ANG	99	±1	2	12	86	±3	14.0	±3.0	
USAFR	98	±1	2	9	89	±3	11.0	±3.0	
Enlisted	98	±1	2	17	81	±2	19.0	±2.0	
E1 – E4	98	±1	2	16	81	±2	19.0	±2.0	
E5 – E9	98	±1	2	18	80	±2	20.0	±2.0	
Officers	99	±1	2	10	88	±2	12.0	±2.0	
O1 – O3	98	±2	2	11	87	±2	13.0	±2.0	
O4 – O6	99	±1	2	9	89	±2	11.0	±2.0	
Male	98	±1	2	16	81	±2	19.0	±2.0	
Female	98	±1	3	14	83	±3	17.0	±3.0	
AGR/FTS/AR	98	±1	4	22	74	±4	26.0	±4.0	
Other Selected Reserve	98	±1	2	16	82	±2	18.0	±2.0	
Reserve Unit	98	±1	2	16	82	±2	18.0	±2.0	
Military Technician	99	±1	2	16	82	±4	18.0	±4.0	
IMA	99	±2	2	6	92	±3	8.0	±3.0	
Not Activated Past 12 Months	98	±1	2	14	84	±2	16.0	±2.0	
Activated Past 12 Months	98	±1	2	19	78	±3	22.0	±3.0	
Not Deployed Past 12 Months	98	±1	2	15	83	±2	17.0	±2.0	
Deployed Past 12 Months	97	±1	3	20	76	±3	24.0	±3.0	
Deployed OIF/OEF	97	±2	4	22	75	±4	25.0	±4.0	
WHITE	99	±1	1	15	84	±2	16.0	±2.0	
ARNG	98	±1	1	18	81	±3	19.0	±3.0	
USAR	99	±1	2	15	83	±4	17.0	±4.0	
USNR	99	±1	1	16	82	±5	18.0	±5.0	
USMCR	100	±1	1	15	84	±5	16.0	±5.0	
ANG	99	±1	1	12	87	±4	13.0	±4.0	
USAFR	99	±2	1	7	92	±4	8.0	±4.0	
Enlisted	99	±1	1	16	82	±2	18.0	±2.0	
E1 – E4	98	±1	1	16	83	±3	17.0	±3.0	
E5 – E9	99	±1	1	17	82	±3	18.0	±3.0	
Officers	99	±1	1	9	90	±2	10.0	±2.0	
BLACK	96	±1	6	18	75	±2	25.0	±2.0	
ARNG	95	±2	8	20	71	±4	29.0	±4.0	
USAR	95	±2	6	18	77	±4	23.0	±4.0	
USNR	98	±1	4	21	75	±4	25.0	±4.0	
USMCR	97	±2	6	28	66	±9	34.0	±9.0	
ANG	97	±1	6	12	82	±3	18.0	±3.0	
USAFR	97	±1	5	14	81	±3	19.0	±3.0	
Enlisted	96	±1	6	19	75	±3	25.0	±3.0	
E1 – E4	95	±2	5	17	78	±4	22.0	±4.0	
E5 – E9	96	±2	7	21	72	±3	28.0	±3.0	
Officers	98	±1	7	12	81	±3	19.0	±3.0	

Note. Percent responding are Reserve component members who answered the question.



54c. Continued	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
HISPANIC	97	±1	3	17	79	±3	21.0	±3.0	
ARNG	97	±2	6	18	76	±6	24.0	±6.0	
USAR	96	±2	1	19	80	±5	20.0	±5.0	
USNR	99	±1	2	18	80	±6	20.0	±6.0	
USMCR	95	±5	2	17	81	±7	19.0	±7.0	
ANG	97	±2	5	12	82	±10	18.0	±10.0	
USAFR	99	±1	2	13	85	±5	15.0	±5.0	
Enlisted	97	±2	3	17	79	±3	21.0	±3.0	
E1 – E4	96	±2	3	18	80	±5	20.0	±5.0	
E5 – E9	97	±2	4	17	79	±4	21.0	±4.0	
Officers	98	±2	4	15	81	±5	19.0	±5.0	
AIAN	96	±5	1	16	83	±9	17.0	±9.0	
ARNG	92	±9	1	17	82	±14	18.0	±14.0	
USAR	99	±1	1	9	90	±8	10.0	±8.0	
USNR	100	±0	0	15	85	±11	15.0	±11.0	
ANG	99	±1	0	NR	NR	±1	NR		
USAFR	100	±0	1	10	89	±7	11.0	±7.0	
Enlisted	95	±6	1	16	83	±10	17.0	±10.0	
Officers	99	±2	1	19	80	±13	20.0	±13.0	
ASIAN	98	±1	4	17	79	±4	21.0	±4.0	
ARNG	99	±1	5	14	81	±8	19.0	±7.0	
USAR	97	±2	4	17	79	±5	21.0	±5.0	
USNR	99	±1	1	18	80	±6	20.0	±6.0	
USMCR	98	±2	2	32	66	±18	34.0	±17.0	
ANG	97	±2	2	16	82	±4	18.0	±4.0	
USAFR	99	±1	3	15	81	±16	19.0	±15.0	
Enlisted	99	±1	3	18	79	±4	21.0	±4.0	
Officers	98	±3	5	14	81	±5	19.0	±5.0	
NHPI	98	±1	1	19	80	±11	20.0	±11.0	
ARNG	100	±1	1	NR	NR	±4	NR		
USAR	97	±2	3	21	76	±5	24.0	±5.0	
USNR	99	±2	NR	10	90	±15	10.0	±15.0	
ANG	99	±1	0	12	88	±9	12.0	±9.0	
USAFR	95	±6	1	17	81	±9	19.0	±9.0	
Enlisted	98	±1	1	19	80	±12	20.0	±12.0	
Officers	99	±1	1	21	78	±16	22.0	±16.0	
TWO OR MORE RACES	100	±1	2	23	75	±9	25.0	±9.0	
ARNG	100	±1	1	23	76	±16	24.0	±16.0	
USAR	100	±1	2	NR	NR	±3	NR		
USNR	99	±1	4	15	80	±12	20.0	±12.0	
USMCR	99	±2	NR	NR	NR		NR		
ANG	99	±1	NR	16	80	±16	20.0	±16.0	
USAFR	100	±1	0	NR	NR	±2	NR		
Enlisted	100	±1	1	23	76	±10	24.0	±10.0	
Officers	100	±1	7	20	72	±14	28.0	±12.0	
USCGR	99	±1	1	12	86	±3	14.0	±3.0	
White	100	±1	1	10	89	±4	11.0	±4.0	
Black	100	±0	3	11	86	±12	14.0	±12.0	
Hispanic	99	±3	4	28	67	±11	33.0	±11.0	
Other Race/Ethnicity	97	±5	0	17	83	±9	17.0	±9.0	
Enlisted	99	±1	1	12	87	±4	13.0	±4.0	
E1 – E4	99	±1	1	14	85	±6	15.0	±6.0	
E5 – E9	99	±1	1	11	88	±4	12.0	±4.0	
Officers	100	±1	1	13	85	±6	15.0	±6.0	

NR: Not reportable
















































54. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

d. You did not get a military award or decoration given to others in similar circumstances.

1. Yes, and my race/ethnicity was a factor

2. Yes, but my race/ethnicity was NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	98	±1	3	14	84	±2	16.0	±2.0	
ARNG	98	±1	3	15	82	±2	18.0	±2.0	
USAR	98	±1	3	16	81	±3	19.0	±3.0	
USNR	99	±1	2	13	85	±3	15.0	±3.0	
USMCR	98	±2	2	12	87	±4	13.0	±4.0	
ANG	98	±1	1	9	90	±3	10.0	±3.0	
USAFR	99	±1	2	9	89	±3	11.0	±3.0	
Enlisted	98	±1	3	14	83	±2	17.0	±2.0	
E1 – E4	98	±1	2	13	84	±2	16.0	±2.0	
E5 – E9	98	±1	3	15	82	±2	18.0	±2.0	
Officers	99	±1	2	11	87	±2	13.0	±2.0	
O1 – O3	99	±1	2	11	87	±2	13.0	±2.0	
O4 – O6	99	±1	2	10	87	±2	13.0	±2.0	
Male	98	±1	3	14	83	±2	17.0	±2.0	
Female	98	±1	3	12	86	±2	14.0	±2.0	
AGR/FTS/AR	98	±2	3	14	83	±3	17.0	±3.0	
Other Selected Reserve	98	±1	2	14	84	±2	16.0	±2.0	
Reserve Unit	98	±1	2	14	84	±2	16.0	±2.0	
Military Technician	99	±1	3	12	86	±4	14.0	±4.0	
IMA	99	±2	2	10	88	±4	12.0	±4.0	
Not Activated Past 12 Months	98	±1	2	12	86	±2	14.0	±2.0	
Activated Past 12 Months	98	±1	3	19	78	±3	22.0	±3.0	
Not Deployed Past 12 Months	98	±1	2	12	86	±2	14.0	±2.0	
Deployed Past 12 Months	98	±1	4	19	77	±3	23.0	±3.0	
Deployed OIF/OEF	97	±1	4	20	76	±3	24.0	±3.0	
WHITE	99	±1	1	14	85	±2	15.0	±2.0	
ARNG	98	±1	1	15	84	±3	16.0	±3.0	
USAR	99	±1	2	17	81	±4	19.0	±4.0	
USNR	100	±1	1	13	86	±4	14.0	±4.0	
USMCR	99	±2	1	11	88	±5	12.0	±5.0	
ANG	99	±1	1	9	90	±4	10.0	±4.0	
USAFR	99	±2	1	9	90	±4	10.0	±4.0	
Enlisted	99	±1	1	14	84	±2	16.0	±2.0	
E1 – E4	98	±1	2	13	85	±3	15.0	±3.0	
E5 – E9	99	±1	1	15	84	±3	16.0	±3.0	
Officers	99	±1	1	11	88	±2	12.0	±2.0	
BLACK	96	±1	7	14	79	±2	21.0	±2.0	
ARNG	95	±2	9	15	75	±4	25.0	±4.0	
USAR	96	±2	6	15	80	±4	20.0	±4.0	
USNR	98	±1	5	14	81	±5	19.0	±4.0	
USMCR	97	±2	6	12	82	±7	18.0	±7.0	
ANG	97	±1	4	10	87	±3	13.0	±3.0	
USAFR	98	±1	5	10	84	±3	16.0	±3.0	
Enlisted	96	±1	7	14	79	±3	21.0	±3.0	
E1 – E4	96	±2	5	13	81	±4	19.0	±4.0	
E5 – E9	96	±2	8	15	77	±3	23.0	±3.0	
Officers	98	±1	7	10	83	±3	17.0	±3.0	

Note. Percent responding are Reserve component members who answered the question.

54d. Continued	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
HISPANIC	97	±2	4	14	81	±3	19.0	±3.0	
ARNG	97	±2	6	17	78	±6	22.0	±6.0	
USAR	97	±2	4	17	79	±5	21.0	±5.0	
USNR	96	±5	2	12	86	±5	14.0	±5.0	
USMCR	95	±5	4	8	87	±6	13.0	±5.0	
ANG	98	±1	5	9	86	±11	14.0	±8.0	
USAFR	99	±1	2	8	90	±3	10.0	±3.0	
Enlisted	97	±2	4	15	81	±3	19.0	±3.0	
E1 – E4	97	±2	4	14	82	±5	18.0	±5.0	
E5 – E9	97	±2	4	15	81	±4	19.0	±4.0	
Officers	99	±1	6	13	81	±4	19.0	±4.0	
AIAN	96	±5	2	13	85	±9	15.0	±8.0	
ARNG	93	±9	3	17	80	±16	20.0	±15.0	
USAR	100	±1	1	9	90	±8	10.0	±8.0	
USNR	100	±0	0	12	88	±9	12.0	±9.0	
ANG	99	±1	0	6	94	±6	6.0	±6.0	
USAFR	100	±0	1	8	91	±6	9.0	±6.0	
Enlisted	96	±6	2	12	86	±10	14.0	±9.0	
Officers	100	±1	5	17	78	±12	22.0	±12.0	
ASIAN	98	±1	5	13	83	±4	17.0	±4.0	
ARNG	99	±1	4	11	84	±8	16.0	±7.0	
USAR	98	±1	6	13	81	±5	19.0	±5.0	
USNR	99	±1	NR	12	82	±10	18.0	±10.0	
USMCR	97	±3	3	NR	NR	±4	NR		
ANG	98	±2	1	10	89	±3	11.0	±3.0	
USAFR	99	±1	3	NR	85	±16	15.0	±16.0	
Enlisted	98	±1	4	13	83	±4	17.0	±4.0	
Officers	99	±1	5	12	83	±5	17.0	±5.0	
NHPI	98	±1	NR	9	84	±11	16.0	±11.0	
ARNG	100	±1	NR	7	NR	±9	NR		
USAR	97	±3	5	12	84	±5	16.0	±5.0	
USNR	100	±0	NR	4	96	±10	4.0	±10.0	
ANG	99	±1	0	11	89	±9	11.0	±9.0	
USAFR	95	±6	2	13	84	±10	16.0	±10.0	
Enlisted	98	±1	NR	9	84	±13	16.0	±13.0	
Officers	99	±1	2	NR	84	±17	16.0	±17.0	
TWO OR MORE RACES	99	±2	2	16	82	±8	18.0	±8.0	
ARNG	99	±3	2	17	81	±16	19.0	±15.0	
USAR	99	±1	3	NR	NR	±4	NR		
USNR	100	±1	4	14	82	±12	18.0	±12.0	
USMCR	100	±0	NR	NR	NR		NR		
ANG	99	±1	1	7	91	±6	9.0	±6.0	
USAFR	100	±1	2	NR	NR	±3	NR		
Enlisted	99	±2	2	16	83	±9	17.0	±9.0	
Officers	100	±1	5	18	77	±11	23.0	±11.0	
USCGR	99	±1	1	7	92	±3	8.0	±3.0	
White	99	±1	1	6	94	±3	6.0	±3.0	
Black	98	±5	3	7	90	±12	10.0	±11.0	
Hispanic	100	±0	4	15	81	±10	19.0	±10.0	
Other Race/Ethnicity	96	±5	1	10	89	±7	11.0	±7.0	
Enlisted	99	±1	1	7	92	±3	8.0	±3.0	
E1 – E4	99	±2	1	6	93	±5	7.0	±5.0	
E5 – E9	99	±1	1	7	92	±4	8.0	±4.0	
Officers	100	±1	2	8	90	±5	10.0	±5.0	

NR: Not reportable
















































54. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

e. Your current military assignment has not made use of your job skills.

1. Yes, and my race/ethnicity was a factor

2. Yes, but my race/ethnicity was NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	98	±1	1	17	81	±2	19.0	±2.0	
ARNG	98	±1	2	18	80	±2	20.0	±2.0	
USAR	98	±1	2	21	77	±3	23.0	±3.0	
USNR	99	±1	2	19	79	±3	21.0	±3.0	
USMCR	98	±1	2	18	81	±4	19.0	±4.0	
ANG	99	±1	1	11	88	±3	12.0	±3.0	
USAFR	99	±1	1	11	88	±3	12.0	±3.0	
Enlisted	98	±1	2	18	80	±2	20.0	±2.0	
E1 – E4	98	±1	2	20	78	±3	22.0	±3.0	
E5 – E9	98	±1	1	16	82	±2	18.0	±2.0	
Officers	99	±1	1	13	85	±2	15.0	±2.0	
O1 – O3	98	±1	1	16	83	±3	17.0	±3.0	
O4 – O6	99	±1	1	11	87	±2	13.0	±2.0	
Male	98	±1	1	17	81	±2	19.0	±2.0	
Female	98	±1	2	17	81	±3	19.0	±3.0	
AGR/FTS/AR	98	±1	1	12	86	±3	14.0	±3.0	
Other Selected Reserve	98	±1	1	18	81	±2	19.0	±2.0	
Reserve Unit	98	±1	1	18	81	±2	19.0	±2.0	
Military Technician	99	±1	1	12	87	±4	13.0	±4.0	
IMA	99	±2	2	11	87	±4	13.0	±4.0	
Not Activated Past 12 Months	98	±1	1	17	82	±2	18.0	±2.0	
Activated Past 12 Months	98	±1	2	19	79	±3	21.0	±3.0	
Not Deployed Past 12 Months	98	±1	1	16	83	±2	17.0	±2.0	
Deployed Past 12 Months	97	±1	2	21	77	±3	23.0	±3.0	
Deployed OIF/OEF	97	±1	3	22	76	±4	24.0	±4.0	
WHITE	99	±1	1	16	83	±2	17.0	±2.0	
ARNG	98	±1	1	17	82	±3	18.0	±3.0	
USAR	99	±1	1	21	79	±4	21.0	±4.0	
USNR	100	±1	1	17	82	±5	18.0	±5.0	
USMCR	99	±1	1	17	81	±6	19.0	±6.0	
ANG	99	±1	0	10	89	±4	11.0	±4.0	
USAFR	99	±2	1	7	92	±4	8.0	±4.0	
Enlisted	99	±1	1	17	82	±2	18.0	±2.0	
E1 – E4	98	±1	1	19	80	±3	20.0	±3.0	
E5 – E9	99	±1	1	15	84	±3	16.0	±3.0	
Officers	99	±1	1	13	87	±2	13.0	±2.0	
BLACK	96	±1	4	20	76	±2	24.0	±2.0	
ARNG	95	±2	5	20	75	±4	25.0	±4.0	
USAR	95	±2	4	21	75	±4	25.0	±4.0	
USNR	98	±1	4	24	72	±4	28.0	±4.0	
USMCR	97	±3	5	13	82	±8	18.0	±8.0	
ANG	97	±1	3	13	84	±3	16.0	±3.0	
USAFR	97	±1	3	15	82	±3	18.0	±3.0	
Enlisted	96	±1	4	20	76	±3	24.0	±3.0	
E1 – E4	95	±2	4	23	73	±5	27.0	±5.0	
E5 – E9	96	±2	4	18	78	±3	22.0	±3.0	
Officers	98	±1	4	16	79	±3	21.0	±3.0	

Note. Percent responding are Reserve component members who answered the question.

54e. Continued	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
HISPANIC	97	±1	2	21	77	±3	23.0	±3.0	
ARNG	98	±2	3	23	74	±6	26.0	±6.0	
USAR	96	±2	1	22	77	±5	23.0	±5.0	
USNR	99	±1	2	25	73	±8	27.0	±8.0	
USMCR	95	±5	1	16	82	±7	18.0	±7.0	
ANG	98	±1	2	15	84	±10	16.0	±10.0	
USAFR	99	±1	2	16	82	±9	18.0	±9.0	
Enlisted	97	±1	2	22	76	±4	24.0	±4.0	
E1 – E4	97	±2	3	25	72	±6	28.0	±6.0	
E5 – E9	98	±1	1	19	79	±4	21.0	±4.0	
Officers	98	±2	3	16	81	±4	19.0	±4.0	
AIAN	96	±5	1	18	81	±10	19.0	±10.0	
ARNG	93	±9	2	15	82	±14	18.0	±14.0	
USAR	100	±1	1	11	88	±9	12.0	±9.0	
USNR	100	±0	0	14	86	±10	14.0	±10.0	
ANG	99	±1	1	NR	NR	±1	NR		
USAFR	98	±2	1	10	89	±7	11.0	±7.0	
Enlisted	96	±6	1	19	80	±11	20.0	±11.0	
Officers	99	±1	1	12	87	±7	13.0	±7.0	
ASIAN	98	±1	3	18	79	±4	21.0	±4.0	
ARNG	98	±1	4	13	83	±9	17.0	±7.0	
USAR	98	±2	3	19	78	±5	22.0	±5.0	
USNR	99	±1	NR	15	78	±10	22.0	±10.0	
USMCR	98	±2	2	34	64	±17	36.0	±17.0	
ANG	97	±2	1	8	91	±3	9.0	±3.0	
USAFR	99	±1	3	NR	NR	±6	NR		
Enlisted	98	±1	3	18	78	±5	22.0	±5.0	
Officers	99	±1	3	16	81	±6	19.0	±6.0	
NHPI	98	±1	NR	9	84	±11	16.0	±11.0	
ARNG	100	±1	NR	6	NR	±8	NR		
USAR	97	±2	4	15	80	±7	20.0	±7.0	
USNR	100	±0	1	10	90	±15	10.0	±15.0	
ANG	99	±2	NR	5	94	±8	6.0	±8.0	
USAFR	95	±6	1	11	88	±9	12.0	±9.0	
Enlisted	98	±1	NR	9	84	±13	16.0	±13.0	
Officers	99	±1	1	8	91	±7	9.0	±7.0	
TWO OR MORE RACES	100	±1	1	22	77	±8	23.0	±8.0	
ARNG	100	±1	0	19	80	±14	20.0	±14.0	
USAR	100	±1	1	NR	NR	±2	NR		
USNR	100	±1	5	23	72	±12	28.0	±12.0	
USMCR	100	±0	NR	11	NR	±15	NR		
ANG	99	±2	NR	8	87	±12	13.0	±12.0	
USAFR	99	±2	1	NR	NR	±2	NR		
Enlisted	99	±1	1	23	77	±10	23.0	±10.0	
Officers	100	±1	NR	17	77	±12	23.0	±12.0	
USCGR	98	±1	2	17	81	±4	19.0	±4.0	
White	98	±2	2	17	82	±4	18.0	±4.0	
Black	100	±0	NR	26	74	±15	26.0	±15.0	
Hispanic	100	±0	3	14	83	±10	17.0	±10.0	
Other Race/Ethnicity	96	±5	0	21	79	±8	21.0	±8.0	
Enlisted	98	±2	2	18	80	±4	20.0	±4.0	
E1 – E4	97	±3	3	25	72	±8	28.0	±8.0	
E5 – E9	99	±1	1	13	87	±4	13.0	±4.0	
Officers	99	±2	1	14	86	±5	14.0	±5.0	

NR: Not reportable
















































54. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

f. You were not able to attend a major school needed for your military specialty.

1. Yes, and my race/ethnicity was a factor

2. Yes, but my race/ethnicity was NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	98	±1	1	10	89	±1	11.0	±1.0	
ARNG	98	±1	1	11	87	±2	13.0	±2.0	
USAR	98	±1	1	11	87	±2	13.0	±2.0	
USNR	99	±1	1	8	91	±2	9.0	±2.0	
USMCR	98	±2	1	7	92	±3	8.0	±3.0	
ANG	99	±1	1	5	94	±2	6.0	±2.0	
USAFR	99	±1	1	6	93	±2	7.0	±2.0	
Enlisted	98	±1	1	10	89	±1	11.0	±1.0	
E1 – E4	98	±1	1	10	89	±2	11.0	±2.0	
E5 – E9	98	±1	1	10	89	±2	11.0	±2.0	
Officers	99	±1	1	8	92	±1	8.0	±1.0	
O1 – O3	99	±1	1	9	90	±2	10.0	±2.0	
O4 – O6	99	±1	1	6	93	±2	7.0	±2.0	
Male	98	±1	1	10	89	±1	11.0	±1.0	
Female	98	±1	1	8	91	±2	9.0	±2.0	
AGR/FTS/AR	98	±1	1	11	87	±3	13.0	±3.0	
Other Selected Reserve	98	±1	1	10	89	±1	11.0	±1.0	
Reserve Unit	98	±1	1	10	89	±1	11.0	±1.0	
Military Technician	99	±1	1	8	91	±3	9.0	±3.0	
IMA	99	±2	1	8	91	±5	9.0	±5.0	
Not Activated Past 12 Months	99	±1	1	9	91	±1	9.0	±1.0	
Activated Past 12 Months	98	±1	2	11	87	±3	13.0	±3.0	
Not Deployed Past 12 Months	99	±1	1	9	91	±1	9.0	±1.0	
Deployed Past 12 Months	98	±1	2	13	85	±3	15.0	±3.0	
Deployed OIF/OEF	98	±1	2	14	85	±3	15.0	±3.0	
WHITE	99	±1	0	8	91	±2	9.0	±2.0	
ARNG	99	±1	0	10	89	±2	11.0	±2.0	
USAR	99	±1	0	10	90	±3	10.0	±3.0	
USNR	100	±1	1	5	94	±3	6.0	±3.0	
USMCR	99	±2	0	4	95	±4	5.0	±4.0	
ANG	99	±1	0	5	95	±3	5.0	±3.0	
USAFR	99	±2	0	5	95	±3	5.0	±3.0	
Enlisted	99	±1	0	9	91	±2	9.0	±2.0	
E1 – E4	98	±1	1	9	90	±3	10.0	±3.0	
E5 – E9	99	±1	0	8	92	±2	8.0	±2.0	
Officers	99	±1	0	7	93	±2	7.0	±2.0	
BLACK	96	±1	3	12	85	±2	15.0	±2.0	
ARNG	96	±2	4	13	82	±4	18.0	±4.0	
USAR	96	±2	3	11	86	±3	14.0	±3.0	
USNR	97	±1	3	15	82	±5	18.0	±5.0	
USMCR	96	±3	2	8	90	±5	10.0	±5.0	
ANG	98	±1	2	9	89	±2	11.0	±2.0	
USAFR	98	±1	3	8	89	±2	11.0	±2.0	
Enlisted	96	±1	3	12	85	±2	15.0	±2.0	
E1 – E4	96	±2	3	12	85	±4	15.0	±4.0	
E5 – E9	96	±2	4	12	84	±3	16.0	±3.0	
Officers	98	±1	3	9	88	±2	12.0	±2.0	

Note. Percent responding are Reserve component members who answered the question.

54f. Continued	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
HISPANIC	98	±1	2	14	84	±3	16.0	±3.0	
ARNG	98	±2	3	18	79	±6	21.0	±6.0	
USAR	97	±2	2	13	85	±5	15.0	±5.0	
USNR	99	±1	3	14	84	±7	16.0	±7.0	
USMCR	95	±5	0	8	91	±5	9.0	±5.0	
ANG	98	±1	1	6	93	±3	7.0	±3.0	
USAFR	99	±1	1	11	88	±9	12.0	±9.0	
Enlisted	98	±1	2	14	84	±3	16.0	±3.0	
E1 – E4	97	±2	2	11	87	±5	13.0	±5.0	
E5 – E9	98	±1	2	17	82	±4	18.0	±4.0	
Officers	99	±1	3	11	86	±4	14.0	±4.0	
AIAN	96	±5	1	9	89	±8	11.0	±8.0	
ARNG	92	±9	2	10	88	±15	12.0	±15.0	
USAR	100	±1	1	7	92	±7	8.0	±7.0	
USNR	100	±0	0	7	93	±8	7.0	±8.0	
ANG	100	±1	0	2	97	±3	3.0	±3.0	
USAFR	99	±2	0	5	95	±4	5.0	±4.0	
Enlisted	95	±6	1	10	89	±9	11.0	±9.0	
Officers	99	±1	1	9	90	±10	10.0	±10.0	
ASIAN	98	±1	2	13	85	±4	15.0	±4.0	
ARNG	99	±1	2	10	89	±4	11.0	±4.0	
USAR	98	±2	3	18	79	±11	21.0	±10.0	
USNR	99	±1	1	10	90	±4	10.0	±4.0	
USMCR	98	±2	NR	NR	NR		NR		
ANG	98	±2	1	6	93	±3	7.0	±3.0	
USAFR	99	±1	3	NR	86	±17	14.0	±17.0	
Enlisted	98	±1	2	13	85	±5	15.0	±5.0	
Officers	99	±1	4	9	87	±6	13.0	±6.0	
NHPI	98	±1	1	19	80	±15	20.0	±14.0	
ARNG	99	±2	NR	NR	NR		NR		
USAR	97	±2	2	17	81	±7	19.0	±7.0	
USNR	100	±0	NR	5	95	±10	5.0	±10.0	
ANG	100	±1	NR	3	95	±7	5.0	±7.0	
USAFR	96	±4	1	9	90	±8	10.0	±8.0	
Enlisted	98	±1	1	20	79	±16	21.0	±16.0	
Officers	99	±2	0	7	92	±6	8.0	±6.0	
TWO OR MORE RACES	100	±1	0	12	87	±7	13.0	±7.0	
ARNG	100	±1	0	7	93	±7	7.0	±7.0	
USAR	100	±1	1	NR	NR	±1	NR		
USNR	100	±1	3	12	85	±9	15.0	±9.0	
USMCR	100	±0	NR	NR	NR		NR		
ANG	99	±2	0	6	94	±5	6.0	±5.0	
USAFR	100	±0	1	6	94	±8	6.0	±8.0	
Enlisted	100	±1	0	12	87	±9	13.0	±8.0	
Officers	100	±1	1	11	88	±9	12.0	±9.0	
USCGR	99	±1	1	8	91	±3	9.0	±3.0	
White	100	±1	0	7	92	±3	8.0	±3.0	
Black	100	±0	1	9	91	±12	9.0	±12.0	
Hispanic	100	±0	3	10	87	±10	13.0	±10.0	
Other Race/Ethnicity	97	±5	0	11	89	±8	11.0	±8.0	
Enlisted	99	±1	1	9	91	±3	9.0	±3.0	
E1 – E4	99	±1	1	10	89	±6	11.0	±6.0	
E5 – E9	99	±1	1	8	92	±4	8.0	±4.0	
Officers	100	±1	0	5	94	±4	6.0	±4.0	

NR: Not reportable

54. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

g. You did not get to go to short (1- to 3-day) courses that would provide you with needed skills for your military job.

1. Yes, and my race/ethnicity was a factor

2. Yes, but my race/ethnicity was NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	98	±1	1	7	92	±1	8.0	±1.0	
ARNG	98	±1	1	8	91	±2	9.0	±2.0	
USAR	98	±1	1	9	90	±2	10.0	±2.0	
USNR	99	±1	1	9	90	±3	10.0	±3.0	
USMCR	98	±1	1	6	93	±3	7.0	±3.0	
ANG	98	±1	1	5	94	±2	6.0	±2.0	
USAFR	98	±1	1	7	93	±3	7.0	±3.0	
Enlisted	98	±1	1	8	91	±1	9.0	±1.0	
E1 – E4	98	±1	1	8	91	±2	9.0	±2.0	
E5 – E9	98	±1	1	8	91	±2	9.0	±2.0	
Officers	99	±1	1	6	93	±1	7.0	±1.0	
O1 – O3	98	±1	1	8	92	±2	8.0	±2.0	
O4 – O6	99	±1	1	5	95	±2	5.0	±2.0	
Male	98	±1	1	7	92	±1	8.0	±1.0	
Female	98	±1	1	8	91	±2	9.0	±2.0	
AGR/FTS/AR	98	±1	1	9	90	±3	10.0	±3.0	
Other Selected Reserve	98	±1	1	7	92	±1	8.0	±1.0	
Reserve Unit	98	±1	1	7	92	±1	8.0	±1.0	
Military Technician	98	±2	1	6	93	±3	7.0	±3.0	
IMA	99	±2	1	5	94	±3	6.0	±3.0	
Not Activated Past 12 Months	98	±1	1	7	93	±1	7.0	±1.0	
Activated Past 12 Months	98	±1	1	8	91	±2	9.0	±2.0	
Not Deployed Past 12 Months	98	±1	1	7	92	±1	8.0	±1.0	
Deployed Past 12 Months	97	±1	1	10	89	±2	11.0	±2.0	
Deployed OIF/OEF	97	±2	1	9	89	±3	11.0	±3.0	
WHITE	99	±1	1	6	94	±1	6.0	±1.0	
ARNG	99	±1	1	6	93	±2	7.0	±2.0	
USAR	99	±1	0	8	92	±3	8.0	±3.0	
USNR	100	±1	0	7	93	±4	7.0	±4.0	
USMCR	100	±1	1	3	96	±4	4.0	±4.0	
ANG	98	±2	0	4	96	±3	4.0	±3.0	
USAFR	98	±2	0	6	94	±3	6.0	±3.0	
Enlisted	99	±1	1	6	93	±2	7.0	±2.0	
E1 – E4	99	±1	1	7	92	±2	8.0	±2.0	
E5 – E9	99	±1	0	5	94	±2	6.0	±2.0	
Officers	99	±1	0	5	94	±1	6.0	±1.0	
BLACK	96	±1	3	9	88	±2	12.0	±2.0	
ARNG	95	±2	4	10	86	±4	14.0	±4.0	
USAR	96	±2	2	9	90	±3	10.0	±3.0	
USNR	98	±1	2	14	83	±5	17.0	±5.0	
USMCR	96	±3	2	8	89	±5	11.0	±5.0	
ANG	98	±1	1	7	92	±2	8.0	±2.0	
USAFR	98	±1	2	8	89	±2	11.0	±2.0	
Enlisted	96	±1	3	9	88	±2	12.0	±2.0	
E1 – E4	96	±2	2	8	90	±3	10.0	±3.0	
E5 – E9	96	±2	3	11	86	±3	14.0	±3.0	
Officers	98	±1	2	7	91	±2	9.0	±2.0	

Note. Percent responding are Reserve component members who answered the question.



54g. Continued	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
HISPANIC	97	±1	2	11	87	±3	13.0	±3.0	
ARNG	97	±2	3	13	85	±5	15.0	±5.0	
USAR	97	±2	1	11	88	±4	12.0	±4.0	
USNR	99	±1	1	14	85	±6	15.0	±6.0	
USMCR	95	±5	1	10	89	±6	11.0	±6.0	
ANG	98	±1	1	6	93	±3	7.0	±3.0	
USAFR	99	±1	1	6	93	±3	7.0	±3.0	
Enlisted	97	±2	2	11	87	±3	13.0	±3.0	
E1 – E4	96	±2	2	9	89	±4	11.0	±4.0	
E5 – E9	98	±1	1	13	86	±4	14.0	±4.0	
Officers	99	±1	3	9	88	±4	12.0	±4.0	
AIAN	96	±5	0	14	86	±11	14.0	±11.0	
ARNG	93	±9	0	13	86	±16	14.0	±16.0	
USAR	99	±1	0	5	94	±5	6.0	±5.0	
USNR	99	±1	0	6	94	±6	6.0	±6.0	
ANG	100	±1	0	NR	NR	±1	NR		
USAFR	98	±2	0	5	95	±4	5.0	±4.0	
Enlisted	95	±6	0	14	86	±12	14.0	±12.0	
Officers	99	±1	1	11	89	±9	11.0	±9.0	
ASIAN	98	±1	1	11	87	±4	13.0	±4.0	
ARNG	99	±1	1	10	89	±7	11.0	±7.0	
USAR	97	±2	2	12	85	±7	15.0	±7.0	
USNR	99	±1	1	9	90	±6	10.0	±6.0	
USMCR	98	±2	0	NR	NR	±0	NR		
ANG	98	±2	1	7	92	±3	8.0	±3.0	
USAFR	99	±1	3	NR	NR	±6	NR		
Enlisted	98	±1	1	12	87	±4	13.0	±4.0	
Officers	99	±1	2	8	90	±5	10.0	±5.0	
NHPI	98	±1	1	8	91	±4	9.0	±4.0	
ARNG	99	±2	NR	6	94	±8	6.0	±8.0	
USAR	97	±2	3	11	87	±4	13.0	±4.0	
USNR	100	±0	NR	4	96	±9	4.0	±9.0	
ANG	100	±1	3	7	90	±9	10.0	±9.0	
USAFR	97	±4	1	10	89	±9	11.0	±9.0	
Enlisted	98	±1	1	8	91	±4	9.0	±4.0	
Officers	99	±2	1	7	92	±6	8.0	±6.0	
TWO OR MORE RACES	100	±1	1	15	84	±9	16.0	±9.0	
ARNG	100	±1	0	17	83	±16	17.0	±16.0	
USAR	100	±1	1	NR	NR	±2	NR		
USNR	99	±1	4	13	83	±12	17.0	±12.0	
USMCR	100	±0	NR	4	96	±8	4.0	±8.0	
ANG	99	±1	0	6	94	±4	6.0	±4.0	
USAFR	100	±0	0	NR	NR	±2	NR		
Enlisted	100	±1	0	16	83	±10	17.0	±10.0	
Officers	100	±1	1	10	90	±8	10.0	±8.0	
USCGR	99	±1	1	7	92	±3	8.0	±3.0	
White	100	±1	0	7	93	±3	7.0	±3.0	
Black	100	±0	NR	9	91	±12	9.0	±12.0	
Hispanic	99	±3	3	9	87	±9	13.0	±9.0	
Other Race/Ethnicity	96	±5	0	8	92	±5	8.0	±5.0	
Enlisted	99	±1	1	8	92	±3	8.0	±3.0	
E1 – E4	99	±1	1	8	92	±6	8.0	±6.0	
E5 – E9	99	±1	1	8	92	±3	8.0	±3.0	
Officers	99	±1	0	6	94	±4	6.0	±4.0	

NR: Not reportable

54. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

h. You received lower grades than you deserved in your military training.

1. Yes, and my race/ethnicity was a factor

2. Yes, but my race/ethnicity was NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	98	±1	1	3	96	±1	4.0	±1.0	
ARNG	98	±1	1	4	95	±2	5.0	±2.0	
USAR	98	±1	1	3	97	±2	3.0	±2.0	
USNR	99	±1	1	4	95	±2	5.0	±2.0	
USMCR	98	±2	1	4	94	±3	6.0	±3.0	
ANG	99	±1	0	1	98	±1	2.0	±1.0	
USAFR	98	±2	0	2	98	±2	2.0	±2.0	
Enlisted	98	±1	1	3	96	±1	4.0	±1.0	
E1 – E4	98	±1	1	4	95	±2	5.0	±2.0	
E5 – E9	98	±1	1	3	96	±1	4.0	±1.0	
Officers	99	±1	1	1	98	±1	2.0	±1.0	
O1 – O3	98	±1	1	2	98	±1	2.0	±1.0	
O4 – O6	99	±1	1	1	98	±1	2.0	±1.0	
Male	98	±1	1	3	96	±1	4.0	±1.0	
Female	98	±1	1	2	97	±2	3.0	±2.0	
AGR/FTS/AR	98	±2	1	2	97	±2	3.0	±2.0	
Other Selected Reserve	98	±1	1	3	96	±1	4.0	±1.0	
Reserve Unit	98	±1	1	3	96	±1	4.0	±1.0	
Military Technician	99	±2	1	5	95	±3	5.0	±3.0	
IMA	99	±2	1	0	99	±2	1.0	±1.0	
Not Activated Past 12 Months	98	±1	1	3	97	±1	3.0	±1.0	
Activated Past 12 Months	98	±1	1	3	96	±2	4.0	±2.0	
Not Deployed Past 12 Months	98	±1	1	3	97	±1	3.0	±1.0	
Deployed Past 12 Months	98	±1	1	4	95	±2	5.0	±2.0	
Deployed OIF/OEF	97	±1	1	4	95	±2	5.0	±2.0	
WHITE	99	±1	0	2	97	±1	3.0	±1.0	
ARNG	99	±1	0	3	97	±2	3.0	±2.0	
USAR	99	±1	0	2	98	±2	2.0	±2.0	
USNR	99	±1	0	3	96	±3	4.0	±3.0	
USMCR	99	±2	1	4	95	±4	5.0	±4.0	
ANG	99	±1	0	1	99	±2	1.0	±2.0	
USAFR	98	±2	0	1	99	±2	1.0	±2.0	
Enlisted	99	±1	0	3	97	±1	3.0	±1.0	
E1 – E4	99	±1	1	3	96	±2	4.0	±2.0	
E5 – E9	99	±1	0	2	98	±2	2.0	±2.0	
Officers	99	±1	0	1	99	±1	1.0	±1.0	
BLACK	96	±1	2	3	95	±2	5.0	±2.0	
ARNG	95	±2	3	3	94	±3	6.0	±3.0	
USAR	95	±2	1	4	95	±3	5.0	±3.0	
USNR	98	±1	2	7	91	±2	9.0	±2.0	
USMCR	96	±3	2	3	95	±5	5.0	±5.0	
ANG	97	±1	1	2	97	±2	3.0	±2.0	
USAFR	98	±1	2	2	97	±2	3.0	±2.0	
Enlisted	96	±1	2	4	94	±2	6.0	±2.0	
E1 – E4	96	±2	1	4	95	±3	5.0	±3.0	
E5 – E9	96	±2	3	4	94	±2	6.0	±2.0	
Officers	98	±1	1	2	97	±1	3.0	±1.0	

Note. Percent responding are Reserve component members who answered the question.

54h. Continued	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
HISPANIC	97	±1	2	5	93	±2	7.0	±2.0	
ARNG	98	±2	3	7	89	±5	11.0	±5.0	
USAR	96	±3	2	3	95	±3	5.0	±3.0	
USNR	99	±1	1	5	94	±5	6.0	±5.0	
USMCR	95	±5	1	4	95	±3	5.0	±3.0	
ANG	98	±2	1	1	98	±2	2.0	±2.0	
USAFR	99	±1	0	2	98	±2	2.0	±2.0	
Enlisted	97	±2	2	5	93	±3	7.0	±3.0	
E1 – E4	97	±2	3	5	92	±4	8.0	±4.0	
E5 – E9	97	±2	1	5	94	±3	6.0	±3.0	
Officers	99	±1	3	3	95	±4	5.0	±4.0	
AIAN	96	±5	1	5	95	±8	5.0	±8.0	
ARNG	93	±9	1	NR	91	±14	9.0	±14.0	
USAR	100	±1	1	1	98	±3	2.0	±3.0	
USNR	100	±1	0	2	98	±3	2.0	±3.0	
ANG	100	±1	0	1	99	±3	1.0	±3.0	
USAFR	99	±2	0	1	99	±4	1.0	±4.0	
Enlisted	96	±6	1	4	95	±9	5.0	±9.0	
Officers	100	±1	0	5	95	±12	5.0	±12.0	
ASIAN	98	±1	2	6	92	±3	8.0	±3.0	
ARNG	99	±1	2	4	94	±3	6.0	±3.0	
USAR	96	±2	2	6	91	±4	9.0	±4.0	
USNR	99	±1	NR	5	90	±12	10.0	±12.0	
USMCR	98	±2	3	NR	85	±16	15.0	±16.0	
ANG	98	±2	0	3	97	±2	3.0	±2.0	
USAFR	99	±1	2	NR	NR	±6	NR		
Enlisted	98	±1	2	6	92	±4	8.0	±4.0	
Officers	98	±2	2	4	93	±6	7.0	±6.0	
NHPI	99	±1	1	3	95	±3	5.0	±3.0	
ARNG	99	±2	NR	4	96	±7	4.0	±7.0	
USAR	98	±2	3	6	91	±3	9.0	±3.0	
USNR	99	±2	NR	1	99	±6	1.0	±6.0	
ANG	100	±1	NR	1	98	±6	2.0	±6.0	
USAFR	97	±4	1	2	98	±5	2.0	±4.0	
Enlisted	98	±1	1	3	95	±3	5.0	±3.0	
Officers	99	±1	1	4	95	±6	5.0	±6.0	
TWO OR MORE RACES	100	±1	1	4	96	±6	4.0	±5.0	
ARNG	100	±1	0	7	93	±13	7.0	±13.0	
USAR	100	±1	0	1	99	±2	1.0	±2.0	
USNR	99	±2	7	4	89	±13	11.0	±12.0	
USMCR	100	±0	NR	NR	NR		NR		
ANG	99	±1	0	2	98	±3	2.0	±3.0	
USAFR	100	±1	0	1	99	±3	1.0	±3.0	
Enlisted	100	±1	0	4	96	±6	4.0	±6.0	
Officers	100	±1	NR	1	97	±7	3.0	±7.0	
USCGR	99	±1	0	1	98	±2	2.0	±2.0	
White	99	±1	0	1	99	±2	1.0	±2.0	
Black	97	±6	NR	NR	NR		NR		
Hispanic	100	±0	4	NR	95	±8	5.0	±8.0	
Other Race/Ethnicity	97	±5	0	3	97	±4	3.0	±4.0	
Enlisted	99	±1	1	1	98	±2	2.0	±2.0	
E1 – E4	99	±2	0	2	98	±3	2.0	±3.0	
E5 – E9	99	±1	1	1	98	±2	2.0	±2.0	
Officers	99	±2	0	1	99	±2	1.0	±2.0	

NR: Not reportable

54. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

i. You did not get a military job assignment that you wanted because of scores that you got on tests.

1. Yes, and my race/ethnicity was a factor

2. Yes, but my race/ethnicity was NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	98	±1	1	3	96	±1	4.0	±1.0	
ARNG	98	±1	1	3	96	±1	4.0	±1.0	
USAR	98	±1	1	3	96	±2	4.0	±2.0	
USNR	99	±1	1	4	95	±2	5.0	±2.0	
USMCR	98	±2	0	3	97	±2	3.0	±2.0	
ANG	98	±1	0	1	99	±1	1.0	±1.0	
USAFR	98	±1	0	2	98	±2	2.0	±2.0	
Enlisted	98	±1	1	3	96	±1	4.0	±1.0	
E1 – E4	98	±1	1	4	95	±2	5.0	±2.0	
E5 – E9	98	±1	1	3	97	±1	3.0	±1.0	
Officers	99	±1	0	1	99	±1	1.0	±1.0	
O1 – O3	98	±1	1	1	98	±1	2.0	±1.0	
O4 – O6	99	±1	0	1	99	±1	1.0	±1.0	
Male	98	±1	1	3	96	±1	4.0	±1.0	
Female	98	±1	1	2	97	±2	3.0	±2.0	
AGR/FTS/AR	98	±1	1	2	97	±2	3.0	±2.0	
Other Selected Reserve	98	±1	1	3	96	±1	4.0	±1.0	
Reserve Unit	98	±1	1	3	96	±1	4.0	±1.0	
Military Technician	98	±2	1	3	97	±3	3.0	±3.0	
IMA	99	±2	1	1	98	±2	2.0	±2.0	
Not Activated Past 12 Months	98	±1	1	3	97	±1	3.0	±1.0	
Activated Past 12 Months	98	±1	0	3	97	±2	3.0	±2.0	
Not Deployed Past 12 Months	98	±1	1	3	97	±1	3.0	±1.0	
Deployed Past 12 Months	97	±1	1	3	96	±2	4.0	±2.0	
Deployed OIF/OEF	97	±1	1	3	95	±2	5.0	±2.0	
WHITE	99	±1	0	2	98	±1	2.0	±1.0	
ARNG	99	±1	0	3	97	±2	3.0	±2.0	
USAR	99	±1	0	2	98	±2	2.0	±2.0	
USNR	99	±1	0	3	96	±3	4.0	±3.0	
USMCR	99	±2	0	3	97	±3	3.0	±3.0	
ANG	98	±2	0	1	99	±2	1.0	±2.0	
USAFR	99	±2	0	1	99	±2	1.0	±2.0	
Enlisted	99	±1	0	2	97	±1	3.0	±1.0	
E1 – E4	98	±1	0	3	96	±2	4.0	±2.0	
E5 – E9	99	±1	0	2	98	±1	2.0	±1.0	
Officers	99	±1	0	1	99	±1	1.0	±1.0	
BLACK	96	±1	2	5	93	±2	7.0	±2.0	
ARNG	96	±2	2	6	92	±3	8.0	±3.0	
USAR	95	±2	1	5	93	±3	7.0	±3.0	
USNR	98	±1	2	7	92	±2	8.0	±2.0	
USMCR	96	±3	1	2	97	±4	3.0	±4.0	
ANG	97	±1	1	2	97	±2	3.0	±2.0	
USAFR	97	±1	1	3	96	±2	4.0	±2.0	
Enlisted	96	±1	2	6	93	±2	7.0	±2.0	
E1 – E4	96	±2	2	6	92	±3	8.0	±3.0	
E5 – E9	96	±2	2	6	93	±2	7.0	±2.0	
Officers	98	±1	1	1	98	±1	2.0	±1.0	

Note. Percent responding are Reserve component members who answered the question.

54i. Continued	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
HISPANIC	97	±1	1	5	94	±2	6.0	±2.0	
ARNG	97	±2	2	7	91	±5	9.0	±5.0	
USAR	97	±2	1	4	95	±3	5.0	±3.0	
USNR	99	±1	1	5	94	±5	6.0	±5.0	
USMCR	95	±5	1	3	96	±3	4.0	±3.0	
ANG	98	±1	1	2	98	±2	2.0	±2.0	
USAFR	99	±1	0	2	98	±2	2.0	±2.0	
Enlisted	97	±1	1	5	93	±3	7.0	±3.0	
E1 – E4	97	±2	2	7	91	±5	9.0	±5.0	
E5 – E9	97	±2	0	4	96	±2	4.0	±2.0	
Officers	99	±1	2	2	96	±4	4.0	±3.0	
AIAN	96	±5	0	2	98	±2	2.0	±2.0	
ARNG	93	±9	0	3	97	±4	3.0	±4.0	
USAR	100	±1	0	2	97	±3	3.0	±3.0	
USNR	99	±2	0	1	99	±2	1.0	±2.0	
ANG	100	±1	0	0	100	±1	0.0	±1.0	
USAFR	99	±2	0	0	100	±0	0.0	±0.0	
Enlisted	95	±6	0	2	98	±3	2.0	±2.0	
Officers	99	±1	0	1	99	±2	1.0	±2.0	
ASIAN	98	±1	1	5	93	±3	7.0	±3.0	
ARNG	98	±2	2	3	95	±3	5.0	±3.0	
USAR	97	±2	2	7	91	±4	9.0	±4.0	
USNR	99	±1	1	5	94	±3	6.0	±3.0	
USMCR	98	±2	0	NR	NR	±0	NR		
ANG	97	±2	0	2	98	±2	2.0	±2.0	
USAFR	99	±1	2	NR	NR	±6	NR		
Enlisted	98	±1	1	6	93	±3	7.0	±3.0	
Officers	99	±1	2	4	94	±6	6.0	±6.0	
NHPI	98	±1	1	6	93	±4	7.0	±4.0	
ARNG	99	±2	NR	8	92	±12	8.0	±12.0	
USAR	98	±2	3	10	87	±4	13.0	±4.0	
USNR	99	±2	1	2	98	±8	2.0	±7.0	
ANG	100	±1	0	2	98	±7	2.0	±7.0	
USAFR	96	±4	1	2	98	±5	2.0	±4.0	
Enlisted	98	±1	1	7	92	±5	8.0	±5.0	
Officers	99	±2	0	4	95	±6	5.0	±6.0	
TWO OR MORE RACES	100	±1	0	2	98	±4	2.0	±4.0	
ARNG	100	±1	0	1	99	±3	1.0	±3.0	
USAR	100	±1	0	NR	NR	±1	NR		
USNR	100	±1	3	3	95	±6	5.0	±6.0	
USMCR	100	±0	NR	NR	NR		NR		
ANG	100	±1	0	1	99	±1	1.0	±1.0	
USAFR	99	±2	0	1	99	±3	1.0	±3.0	
Enlisted	100	±1	0	2	97	±5	3.0	±5.0	
Officers	100	±1	0	1	99	±1	1.0	±1.0	
USCGR	99	±1	0	2	98	±2	2.0	±2.0	
White	99	±1	0	2	98	±2	2.0	±2.0	
Black	98	±5	NR	5	95	±13	5.0	±13.0	
Hispanic	99	±3	3	2	94	±9	6.0	±8.0	
Other Race/Ethnicity	96	±5	0	2	98	±4	2.0	±4.0	
Enlisted	99	±2	1	2	97	±2	3.0	±2.0	
E1 – E4	98	±3	0	3	96	±4	4.0	±4.0	
E5 – E9	99	±1	1	2	98	±2	2.0	±2.0	
Officers	100	±1	0	0	100	±1	0.0	±1.0	

NR: Not reportable

54. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

j. Your current military assignment is not good for your career if you continue in the military.

1. Yes, and my race/ethnicity was a factor

2. Yes, but my race/ethnicity was NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	98	±1	1	10	89	±1	11.0	±1.0	
ARNG	98	±1	1	10	88	±2	12.0	±2.0	
USAR	97	±1	1	13	86	±3	14.0	±3.0	
USNR	99	±1	1	11	88	±3	12.0	±3.0	
USMCR	98	±2	1	11	88	±4	12.0	±4.0	
ANG	98	±1	1	6	93	±3	7.0	±3.0	
USAFR	98	±1	1	7	92	±2	8.0	±2.0	
Enlisted	98	±1	1	11	88	±2	12.0	±2.0	
E1 – E4	98	±1	1	12	87	±2	13.0	±2.0	
E5 – E9	98	±1	1	10	89	±2	11.0	±2.0	
Officers	99	±1	1	7	92	±1	8.0	±1.0	
O1 – O3	98	±1	1	8	91	±2	9.0	±2.0	
O4 – O6	99	±1	1	6	93	±2	7.0	±2.0	
Male	98	±1	1	10	89	±2	11.0	±2.0	
Female	98	±1	1	9	89	±2	11.0	±2.0	
AGR/FTS/AR	98	±1	2	9	89	±3	11.0	±3.0	
Other Selected Reserve	98	±1	1	10	89	±1	11.0	±1.0	
Reserve Unit	98	±1	1	10	89	±1	11.0	±1.0	
Military Technician	99	±1	1	8	91	±3	9.0	±3.0	
IMA	99	±2	1	6	93	±3	7.0	±3.0	
Not Activated Past 12 Months	98	±1	1	9	90	±1	10.0	±1.0	
Activated Past 12 Months	97	±2	1	13	86	±3	14.0	±3.0	
Not Deployed Past 12 Months	98	±1	1	9	90	±1	10.0	±1.0	
Deployed Past 12 Months	97	±1	2	13	86	±3	14.0	±3.0	
Deployed OIF/OEF	97	±2	2	14	84	±3	16.0	±3.0	
WHITE	98	±1	0	9	90	±2	10.0	±2.0	
ARNG	98	±1	1	10	90	±2	10.0	±2.0	
USAR	99	±1	0	12	88	±4	12.0	±4.0	
USNR	99	±1	1	9	90	±4	10.0	±4.0	
USMCR	99	±2	0	11	89	±5	11.0	±5.0	
ANG	98	±2	1	6	94	±3	6.0	±3.0	
USAFR	98	±2	0	7	93	±3	7.0	±3.0	
Enlisted	98	±1	0	10	90	±2	10.0	±2.0	
E1 – E4	98	±1	0	11	89	±3	11.0	±3.0	
E5 – E9	99	±1	0	9	90	±2	10.0	±2.0	
Officers	99	±1	1	6	93	±2	7.0	±2.0	
BLACK	95	±1	4	13	83	±2	17.0	±2.0	
ARNG	95	±2	5	14	81	±4	19.0	±4.0	
USAR	95	±2	4	14	82	±4	18.0	±4.0	
USNR	97	±1	2	16	82	±3	18.0	±3.0	
USMCR	94	±3	2	8	90	±6	10.0	±6.0	
ANG	97	±1	2	7	91	±2	9.0	±2.0	
USAFR	97	±1	3	8	89	±2	11.0	±2.0	
Enlisted	95	±1	4	13	83	±2	17.0	±2.0	
E1 – E4	96	±2	4	14	83	±4	17.0	±4.0	
E5 – E9	95	±2	4	13	83	±3	17.0	±3.0	
Officers	97	±1	2	9	88	±2	12.0	±2.0	

Note. Percent responding are Reserve component members who answered the question.

54j. Continued	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
HISPANIC	97	±1	2	12	86	±3	14.0	±3.0	
ARNG	97	±2	3	13	84	±6	16.0	±6.0	
USAR	97	±2	1	13	86	±5	14.0	±5.0	
USNR	99	±1	1	14	85	±6	15.0	±6.0	
USMCR	94	±5	1	9	90	±5	10.0	±5.0	
ANG	98	±2	1	7	92	±5	8.0	±5.0	
USAFR	98	±2	1	6	93	±3	7.0	±3.0	
Enlisted	97	±2	2	12	86	±3	14.0	±3.0	
E1 – E4	96	±3	3	16	82	±5	18.0	±5.0	
E5 – E9	98	±1	1	9	90	±3	10.0	±3.0	
Officers	99	±1	3	8	90	±4	10.0	±4.0	
AIAN	95	±5	0	12	87	±10	13.0	±10.0	
ARNG	93	±9	0	11	88	±15	12.0	±15.0	
USAR	99	±1	1	NR	NR	±1	NR		
USNR	98	±2	0	8	92	±7	8.0	±7.0	
ANG	100	±1	0	3	97	±4	3.0	±4.0	
USAFR	84	±21	2	9	90	±8	10.0	±8.0	
Enlisted	95	±6	0	12	87	±11	13.0	±11.0	
Officers	94	±9	1	13	87	±14	13.0	±14.0	
ASIAN	98	±1	3	11	87	±3	13.0	±3.0	
ARNG	99	±1	2	8	89	±4	11.0	±4.0	
USAR	97	±2	3	14	83	±5	17.0	±5.0	
USNR	99	±1	1	8	91	±3	9.0	±3.0	
USMCR	98	±2	NR	NR	NR		NR		
ANG	96	±2	0	5	95	±3	5.0	±3.0	
USAFR	99	±1	3	NR	86	±17	14.0	±17.0	
Enlisted	98	±1	2	11	87	±4	13.0	±4.0	
Officers	99	±1	5	7	88	±6	12.0	±6.0	
NHPI	98	±1	1	9	90	±5	10.0	±5.0	
ARNG	99	±1	NR	11	89	±14	11.0	±14.0	
USAR	97	±2	3	9	88	±4	12.0	±4.0	
USNR	97	±4	NR	5	95	±12	5.0	±12.0	
ANG	99	±1	0	4	96	±7	4.0	±7.0	
USAFR	94	±7	0	6	94	±9	6.0	±9.0	
Enlisted	98	±2	1	9	90	±6	10.0	±6.0	
Officers	99	±1	1	9	90	±8	10.0	±8.0	
TWO OR MORE RACES	99	±1	1	9	90	±7	10.0	±7.0	
ARNG	100	±1	0	6	94	±7	6.0	±7.0	
USAR	100	±1	1	NR	NR	±2	NR		
USNR	100	±1	3	14	82	±11	18.0	±11.0	
USMCR	100	±0	NR	3	97	±7	3.0	±7.0	
ANG	99	±1	1	6	93	±6	7.0	±6.0	
USAFR	98	±5	0	5	95	±4	5.0	±4.0	
Enlisted	100	±1	0	10	90	±8	10.0	±8.0	
Officers	98	±5	1	6	93	±7	7.0	±7.0	
USCGR	99	±1	0	8	91	±3	9.0	±3.0	
White	99	±2	0	8	92	±3	8.0	±3.0	
Black	100	±0	NR	7	93	±12	7.0	±12.0	
Hispanic	100	±0	1	9	90	±9	10.0	±9.0	
Other Race/Ethnicity	96	±5	0	13	87	±8	13.0	±8.0	
Enlisted	99	±2	0	9	91	±3	9.0	±3.0	
E1 – E4	98	±3	0	12	88	±6	12.0	±6.0	
E5 – E9	99	±1	1	6	93	±3	7.0	±3.0	
Officers	99	±2	0	6	94	±4	6.0	±4.0	

NR: Not reportable

54. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

k. You did not receive day-to-day, short-term tasks that would help you prepare for military advancement.

1. Yes, and my race/ethnicity was a factor

2. Yes, but my race/ethnicity was NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	98	±1	1	10	89	±1	11.0	±1.0	
ARNG	98	±1	2	11	87	±2	13.0	±2.0	
USAR	98	±1	1	10	89	±2	11.0	±2.0	
USNR	99	±1	1	11	88	±3	12.0	±3.0	
USMCR	98	±2	1	10	90	±4	10.0	±4.0	
ANG	98	±1	1	5	94	±2	6.0	±2.0	
USAFR	99	±1	1	7	92	±2	8.0	±2.0	
Enlisted	98	±1	1	10	88	±1	12.0	±1.0	
E1 – E4	98	±1	1	13	86	±2	14.0	±2.0	
E5 – E9	98	±1	1	8	90	±2	10.0	±2.0	
Officers	99	±1	1	6	93	±1	7.0	±1.0	
O1 – O3	99	±1	1	9	90	±2	10.0	±2.0	
O4 – O6	99	±1	1	5	94	±2	6.0	±2.0	
Male	98	±1	1	9	90	±1	10.0	±1.0	
Female	98	±1	1	11	87	±2	13.0	±2.0	
AGR/FTS/AR	98	±1	2	8	90	±3	10.0	±3.0	
Other Selected Reserve	98	±1	1	10	89	±1	11.0	±1.0	
Reserve Unit	98	±1	1	10	89	±1	11.0	±1.0	
Military Technician	98	±2	1	7	92	±3	8.0	±3.0	
IMA	99	±2	1	5	94	±3	6.0	±3.0	
Not Activated Past 12 Months	98	±1	1	9	90	±1	10.0	±1.0	
Activated Past 12 Months	98	±1	1	13	86	±3	14.0	±3.0	
Not Deployed Past 12 Months	98	±1	1	9	90	±1	10.0	±1.0	
Deployed Past 12 Months	98	±1	2	12	86	±3	14.0	±3.0	
Deployed OIF/OEF	98	±1	2	12	86	±3	14.0	±3.0	
WHITE	99	±1	1	8	91	±2	9.0	±2.0	
ARNG	98	±1	1	10	89	±2	11.0	±2.0	
USAR	99	±1	1	9	91	±3	9.0	±3.0	
USNR	99	±1	1	8	91	±4	9.0	±4.0	
USMCR	99	±2	0	10	90	±5	10.0	±5.0	
ANG	98	±2	1	4	95	±3	5.0	±3.0	
USAFR	99	±2	0	5	94	±3	6.0	±3.0	
Enlisted	98	±1	1	9	90	±2	10.0	±2.0	
E1 – E4	98	±1	1	12	87	±3	13.0	±3.0	
E5 – E9	99	±1	1	6	93	±2	7.0	±2.0	
Officers	99	±1	0	5	94	±2	6.0	±2.0	
BLACK	96	±1	3	12	85	±2	15.0	±2.0	
ARNG	95	±2	4	14	82	±4	18.0	±4.0	
USAR	95	±2	1	11	87	±3	13.0	±3.0	
USNR	98	±1	2	19	79	±4	21.0	±4.0	
USMCR	96	±3	3	6	91	±5	9.0	±5.0	
ANG	97	±1	3	8	89	±2	11.0	±2.0	
USAFR	97	±1	3	8	89	±2	11.0	±2.0	
Enlisted	95	±2	3	12	85	±2	15.0	±2.0	
E1 – E4	95	±2	2	13	85	±4	15.0	±4.0	
E5 – E9	95	±2	3	12	85	±3	15.0	±3.0	
Officers	98	±1	3	9	88	±2	12.0	±2.0	

Note. Percent responding are Reserve component members who answered the question.



54k. Continued	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
HISPANIC	98	±1	2	13	85	±3	15.0	±3.0	
ARNG	98	±2	4	15	81	±6	19.0	±6.0	
USAR	97	±2	1	14	85	±5	15.0	±5.0	
USNR	99	±1	1	15	84	±7	16.0	±7.0	
USMCR	95	±5	1	7	92	±5	8.0	±5.0	
ANG	98	±1	1	5	94	±3	6.0	±3.0	
USAFR	99	±1	2	8	90	±5	10.0	±5.0	
Enlisted	97	±1	2	13	85	±3	15.0	±3.0	
E1 – E4	97	±2	3	15	83	±5	17.0	±5.0	
E5 – E9	98	±1	2	12	86	±4	14.0	±4.0	
Officers	99	±1	3	10	87	±4	13.0	±4.0	
AIAN	96	±5	0	8	92	±6	8.0	±6.0	
ARNG	93	±9	0	7	93	±5	7.0	±5.0	
USAR	100	±1	0	7	93	±6	7.0	±6.0	
USNR	100	±0	0	5	95	±5	5.0	±5.0	
ANG	100	±1	0	NR	NR	±1	NR		
USAFR	97	±3	0	7	92	±6	8.0	±6.0	
Enlisted	95	±6	0	8	91	±7	9.0	±7.0	
Officers	100	±1	1	6	93	±7	7.0	±7.0	
ASIAN	98	±1	2	12	86	±4	14.0	±4.0	
ARNG	99	±1	2	12	86	±7	14.0	±7.0	
USAR	98	±2	2	12	86	±4	14.0	±4.0	
USNR	99	±1	NR	9	86	±10	14.0	±10.0	
USMCR	97	±3	1	NR	NR	±3	NR		
ANG	97	±2	1	7	92	±3	8.0	±3.0	
USAFR	99	±1	3	NR	85	±17	15.0	±17.0	
Enlisted	98	±1	2	13	85	±4	15.0	±4.0	
Officers	99	±1	3	7	90	±5	10.0	±5.0	
NHPI	99	±1	1	8	92	±4	8.0	±4.0	
ARNG	99	±2	NR	4	96	±7	4.0	±7.0	
USAR	98	±2	2	13	85	±5	15.0	±5.0	
USNR	100	±0	NR	6	94	±12	6.0	±12.0	
ANG	100	±1	NR	4	94	±7	6.0	±7.0	
USAFR	96	±4	0	12	88	±10	12.0	±10.0	
Enlisted	99	±1	1	8	91	±4	9.0	±4.0	
Officers	99	±1	0	6	94	±6	6.0	±6.0	
TWO OR MORE RACES	100	±1	1	15	84	±8	16.0	±8.0	
ARNG	100	±1	1	13	86	±12	14.0	±12.0	
USAR	100	±1	1	NR	NR	±2	NR		
USNR	99	±2	4	17	79	±12	21.0	±12.0	
USMCR	100	±0	NR	3	97	±6	3.0	±6.0	
ANG	100	±1	1	6	93	±6	7.0	±6.0	
USAFR	100	±1	0	NR	NR	±2	NR		
Enlisted	100	±1	1	15	84	±9	16.0	±9.0	
Officers	100	±1	1	14	85	±10	15.0	±10.0	
USCGR	99	±1	1	11	88	±3	12.0	±3.0	
White	99	±1	0	11	89	±4	11.0	±4.0	
Black	100	±0	1	14	85	±14	15.0	±13.0	
Hispanic	100	±0	5	10	85	±10	15.0	±10.0	
Other Race/Ethnicity	97	±5	1	14	85	±7	15.0	±7.0	
Enlisted	99	±1	1	12	87	±4	13.0	±4.0	
E1 – E4	99	±2	1	16	83	±7	17.0	±7.0	
E5 – E9	100	±1	1	9	90	±4	10.0	±4.0	
Officers	99	±1	1	7	92	±4	8.0	±4.0	

NR: Not reportable
















































54. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

I. You did not have a professional relationship with someone who advised (mentored) you on military career development or advancement.

1. Yes, and my race/ethnicity was a factor

2. Yes, but my race/ethnicity was NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	98	±1	2	12	86	±1	14.0	±1.0	
ARNG	98	±1	2	13	85	±2	15.0	±2.0	
USAR	98	±1	2	15	83	±3	17.0	±3.0	
USNR	99	±1	2	14	85	±3	15.0	±3.0	
USMCR	98	±2	1	9	90	±3	10.0	±3.0	
ANG	99	±1	1	6	92	±2	8.0	±2.0	
USAFR	99	±1	1	9	90	±3	10.0	±3.0	
Enlisted	98	±1	2	12	86	±2	14.0	±2.0	
E1 – E4	98	±1	1	12	87	±2	13.0	±2.0	
E5 – E9	98	±1	2	12	86	±2	14.0	±2.0	
Officers	99	±1	1	12	86	±2	14.0	±2.0	
O1 – O3	98	±2	2	13	85	±2	15.0	±2.0	
O4 – O6	99	±1	1	12	87	±2	13.0	±2.0	
Male	98	±1	1	12	87	±2	13.0	±2.0	
Female	98	±1	2	14	84	±3	16.0	±3.0	
AGR/FTS/AR	98	±1	2	14	84	±3	16.0	±3.0	
Other Selected Reserve	98	±1	1	12	87	±1	13.0	±1.0	
Reserve Unit	98	±1	1	12	86	±1	14.0	±1.0	
Military Technician	98	±2	1	10	89	±3	11.0	±3.0	
IMA	99	±2	1	8	91	±3	9.0	±3.0	
Not Activated Past 12 Months	98	±1	1	11	88	±2	12.0	±2.0	
Activated Past 12 Months	98	±1	1	16	83	±3	17.0	±3.0	
Not Deployed Past 12 Months	98	±1	1	11	88	±1	12.0	±1.0	
Deployed Past 12 Months	97	±1	2	16	82	±3	18.0	±3.0	
Deployed OIF/OEF	97	±1	2	15	82	±3	18.0	±3.0	
WHITE	99	±1	1	11	89	±2	11.0	±2.0	
ARNG	99	±1	1	12	88	±3	12.0	±3.0	
USAR	99	±1	1	14	85	±4	15.0	±4.0	
USNR	100	±1	1	12	87	±4	13.0	±4.0	
USMCR	99	±2	0	9	91	±5	9.0	±5.0	
ANG	99	±1	1	5	94	±3	6.0	±3.0	
USAFR	99	±2	0	8	92	±4	8.0	±4.0	
Enlisted	99	±1	1	11	89	±2	11.0	±2.0	
E1 – E4	99	±1	1	10	89	±3	11.0	±3.0	
E5 – E9	99	±1	1	11	89	±2	11.0	±2.0	
Officers	99	±1	0	12	88	±2	12.0	±2.0	
BLACK	96	±1	4	15	80	±2	20.0	±2.0	
ARNG	95	±2	5	16	79	±4	21.0	±4.0	
USAR	95	±2	4	16	80	±4	20.0	±4.0	
USNR	98	±1	3	19	78	±3	22.0	±3.0	
USMCR	97	±2	4	8	88	±6	12.0	±6.0	
ANG	97	±1	5	10	85	±3	15.0	±3.0	
USAFR	97	±1	4	12	84	±3	16.0	±3.0	
Enlisted	95	±1	4	15	81	±2	19.0	±2.0	
E1 – E4	95	±2	3	16	82	±4	18.0	±4.0	
E5 – E9	96	±2	5	15	80	±3	20.0	±3.0	
Officers	98	±1	6	16	77	±3	23.0	±3.0	

Note. Percent responding are Reserve component members who answered the question.

54l. Continued	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
HISPANIC	97	±1	3	15	81	±3	19.0	±3.0	
ARNG	98	±2	5	18	77	±6	23.0	±6.0	
USAR	96	±3	2	16	82	±5	18.0	±5.0	
USNR	99	±1	2	16	82	±7	18.0	±7.0	
USMCR	95	±5	1	8	90	±5	10.0	±5.0	
ANG	98	±1	NR	8	88	±8	12.0	±8.0	
USAFR	99	±1	2	12	86	±7	14.0	±7.0	
Enlisted	97	±1	3	16	81	±3	19.0	±3.0	
E1 – E4	97	±2	2	15	83	±5	17.0	±5.0	
E5 – E9	97	±2	4	16	80	±4	20.0	±4.0	
Officers	99	±1	4	14	81	±4	19.0	±4.0	
AIAN	96	±5	1	11	88	±8	12.0	±7.0	
ARNG	93	±9	1	7	92	±5	8.0	±5.0	
USAR	99	±3	1	NR	NR	±2	NR		
USNR	100	±0	0	8	91	±8	9.0	±8.0	
ANG	100	±1	0	NR	NR	±1	NR		
USAFR	99	±2	0	8	92	±6	8.0	±6.0	
Enlisted	95	±6	0	11	89	±8	11.0	±8.0	
Officers	100	±1	2	11	87	±7	13.0	±7.0	
ASIAN	98	±1	4	15	81	±4	19.0	±4.0	
ARNG	99	±1	2	14	84	±7	16.0	±7.0	
USAR	97	±2	5	15	80	±5	20.0	±5.0	
USNR	99	±1	NR	15	80	±10	20.0	±10.0	
USMCR	98	±2	2	NR	NR	±4	NR		
ANG	98	±2	1	8	91	±3	9.0	±3.0	
USAFR	99	±1	3	NR	NR	±6	NR		
Enlisted	98	±1	3	15	82	±5	18.0	±5.0	
Officers	99	±1	6	15	79	±6	21.0	±6.0	
NHPI	98	±3	1	11	88	±6	12.0	±6.0	
ARNG	96	±6	NR	6	94	±8	6.0	±8.0	
USAR	98	±2	2	14	84	±5	16.0	±5.0	
USNR	100	±0	NR	NR	NR		NR		
ANG	99	±1	NR	6	93	±8	7.0	±8.0	
USAFR	97	±4	1	10	89	±9	11.0	±9.0	
Enlisted	97	±3	1	11	88	±7	12.0	±7.0	
Officers	99	±2	0	12	88	±8	12.0	±8.0	
TWO OR MORE RACES	100	±1	2	15	83	±8	17.0	±8.0	
ARNG	100	±1	NR	10	87	±14	13.0	±14.0	
USAR	100	±1	1	NR	NR	±2	NR		
USNR	100	±1	4	20	76	±12	24.0	±12.0	
USMCR	100	±0	NR	3	97	±6	3.0	±6.0	
ANG	99	±1	0	8	91	±7	9.0	±7.0	
USAFR	100	±1	1	12	87	±13	13.0	±13.0	
Enlisted	100	±1	2	13	85	±9	15.0	±9.0	
Officers	100	±1	1	24	75	±11	25.0	±10.0	
USCGR	99	±1	1	11	88	±3	12.0	±3.0	
White	99	±1	0	11	89	±4	11.0	±4.0	
Black	100	±0	5	11	84	±13	16.0	±13.0	
Hispanic	100	±0	6	10	84	±10	16.0	±10.0	
Other Race/Ethnicity	97	±5	1	19	81	±7	19.0	±7.0	
Enlisted	99	±1	1	11	88	±4	12.0	±4.0	
E1 – E4	99	±2	1	13	86	±6	14.0	±6.0	
E5 – E9	100	±1	1	10	89	±4	11.0	±4.0	
Officers	99	±2	2	10	87	±5	13.0	±5.0	

NR: Not reportable

54. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

m. You did not learn until it was too late of opportunities that would help your military career.

1. Yes, and my race/ethnicity was a factor

2. Yes, but my race/ethnicity was NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	98	±1	2	14	84	±1	16.0	±1.0	
ARNG	98	±1	2	15	83	±2	17.0	±2.0	
USAR	98	±1	2	17	81	±3	19.0	±3.0	
USNR	99	±1	2	15	84	±3	16.0	±3.0	
USMCR	98	±2	1	13	85	±4	15.0	±4.0	
ANG	98	±1	1	8	91	±3	9.0	±3.0	
USAFR	98	±1	2	11	87	±3	13.0	±3.0	
Enlisted	98	±1	2	15	83	±2	17.0	±2.0	
E1 – E4	98	±1	2	17	81	±2	19.0	±2.0	
E5 – E9	98	±1	2	13	85	±2	15.0	±2.0	
Officers	99	±1	1	12	87	±2	13.0	±2.0	
O1 – O3	98	±1	1	13	85	±2	15.0	±2.0	
O4 – O6	99	±1	1	11	88	±2	12.0	±2.0	
Male	98	±1	2	14	84	±2	16.0	±2.0	
Female	98	±1	2	16	81	±3	19.0	±3.0	
AGR/FTS/AR	98	±1	2	12	86	±3	14.0	±3.0	
Other Selected Reserve	98	±1	2	14	84	±2	16.0	±2.0	
Reserve Unit	98	±1	2	15	84	±2	16.0	±2.0	
Military Technician	98	±2	2	10	88	±4	12.0	±4.0	
IMA	98	±2	1	11	88	±4	12.0	±4.0	
Not Activated Past 12 Months	98	±1	1	13	86	±2	14.0	±2.0	
Activated Past 12 Months	98	±1	2	17	80	±3	20.0	±3.0	
Not Deployed Past 12 Months	98	±1	2	13	86	±2	14.0	±2.0	
Deployed Past 12 Months	97	±1	3	18	79	±3	21.0	±3.0	
Deployed OIF/OEF	97	±2	3	18	79	±3	21.0	±3.0	
WHITE	99	±1	1	12	87	±2	13.0	±2.0	
ARNG	98	±1	1	13	86	±3	14.0	±3.0	
USAR	99	±1	1	15	84	±4	16.0	±4.0	
USNR	99	±1	1	13	86	±4	14.0	±4.0	
USMCR	99	±2	1	13	87	±5	13.0	±5.0	
ANG	98	±2	1	6	93	±3	7.0	±3.0	
USAFR	98	±2	1	9	90	±4	10.0	±4.0	
Enlisted	98	±1	1	13	86	±2	14.0	±2.0	
E1 – E4	99	±1	1	15	84	±3	16.0	±3.0	
E5 – E9	98	±1	1	11	88	±2	12.0	±2.0	
Officers	99	±1	0	11	89	±2	11.0	±2.0	
BLACK	96	±1	6	19	75	±2	25.0	±2.0	
ARNG	95	±2	8	20	72	±4	28.0	±4.0	
USAR	95	±2	5	19	75	±4	25.0	±4.0	
USNR	97	±1	4	20	76	±3	24.0	±3.0	
USMCR	96	±3	4	13	83	±6	17.0	±6.0	
ANG	97	±1	6	14	81	±3	19.0	±3.0	
USAFR	97	±1	5	18	77	±3	23.0	±3.0	
Enlisted	95	±1	6	20	74	±3	26.0	±3.0	
E1 – E4	95	±2	4	23	73	±5	27.0	±5.0	
E5 – E9	96	±2	7	17	75	±3	25.0	±3.0	
Officers	98	±1	6	14	80	±3	20.0	±3.0	

Note. Percent responding are Reserve component members who answered the question.

54m. Continued	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
HISPANIC	97	±1	3	18	79	±3	21.0	±3.0	
ARNG	97	±2	5	22	74	±6	26.0	±6.0	
USAR	96	±2	2	19	79	±5	21.0	±5.0	
USNR	99	±1	2	18	79	±7	21.0	±7.0	
USMCR	94	±5	1	12	87	±4	13.0	±4.0	
ANG	98	±2	2	11	88	±8	12.0	±8.0	
USAFR	99	±1	2	13	84	±7	16.0	±7.0	
Enlisted	97	±2	3	19	78	±3	22.0	±3.0	
E1 – E4	97	±2	4	20	76	±6	24.0	±6.0	
E5 – E9	97	±2	2	18	80	±4	20.0	±4.0	
Officers	98	±1	4	13	83	±4	17.0	±4.0	
AIAN	96	±5	1	14	86	±8	14.0	±8.0	
ARNG	93	±9	1	12	87	±10	13.0	±10.0	
USAR	99	±1	1	NR	NR	±1	NR		
USNR	99	±1	0	9	91	±8	9.0	±8.0	
ANG	100	±1	0	NR	NR	±1	NR		
USAFR	96	±4	0	11	88	±7	12.0	±7.0	
Enlisted	95	±6	1	14	86	±9	14.0	±9.0	
Officers	100	±1	1	12	87	±9	13.0	±9.0	
ASIAN	98	±1	4	17	80	±4	20.0	±4.0	
ARNG	99	±1	3	15	83	±7	17.0	±7.0	
USAR	97	±2	3	21	76	±9	24.0	±9.0	
USNR	99	±1	NR	12	82	±10	18.0	±10.0	
USMCR	98	±2	NR	NR	63	±17	37.0	±17.0	
ANG	97	±2	1	11	88	±4	12.0	±4.0	
USAFR	99	±1	3	17	80	±16	20.0	±15.0	
Enlisted	98	±1	3	17	79	±5	21.0	±5.0	
Officers	99	±1	4	15	81	±6	19.0	±6.0	
NHPI	99	±1	1	19	80	±12	20.0	±11.0	
ARNG	99	±2	NR	NR	NR		NR		
USAR	98	±2	3	19	78	±5	22.0	±5.0	
USNR	100	±0	NR	NR	NR		NR		
ANG	100	±1	0	8	92	±8	8.0	±8.0	
USAFR	97	±4	2	14	85	±10	15.0	±10.0	
Enlisted	99	±1	1	19	80	±13	20.0	±13.0	
Officers	99	±2	1	13	86	±9	14.0	±9.0	
TWO OR MORE RACES	99	±1	2	20	78	±9	22.0	±9.0	
ARNG	99	±2	NR	20	78	±15	22.0	±15.0	
USAR	99	±1	1	NR	NR	±2	NR		
USNR	99	±1	3	18	79	±10	21.0	±10.0	
USMCR	100	±0	NR	NR	NR		NR		
ANG	99	±2	1	11	88	±8	12.0	±8.0	
USAFR	99	±2	2	NR	79	±18	21.0	±18.0	
Enlisted	99	±1	2	20	78	±10	22.0	±10.0	
Officers	97	±4	1	21	78	±11	22.0	±11.0	
USCGR	99	±1	1	13	86	±3	14.0	±3.0	
White	99	±1	0	12	88	±4	12.0	±4.0	
Black	100	±0	1	14	85	±13	15.0	±13.0	
Hispanic	100	±0	7	21	72	±11	28.0	±11.0	
Other Race/Ethnicity	97	±5	0	19	81	±7	19.0	±7.0	
Enlisted	99	±1	1	14	85	±4	15.0	±4.0	
E1 – E4	98	±2	0	17	82	±7	18.0	±7.0	
E5 – E9	99	±1	1	11	88	±4	12.0	±4.0	
Officers	99	±2	1	11	87	±5	13.0	±5.0	

NR: Not reportable
















































54. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

n. You were unable to get straight answers about your military promotion possibilities.

1. Yes, and my race/ethnicity was a factor

2. Yes, but my race/ethnicity was NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	98	±1	2	17	81	±2	19.0	±2.0	
ARNG	98	±1	3	20	77	±2	23.0	±2.0	
USAR	98	±1	2	17	81	±3	19.0	±3.0	
USNR	99	±1	2	13	85	±3	15.0	±3.0	
USMCR	98	±2	1	14	85	±4	15.0	±4.0	
ANG	98	±1	1	11	87	±3	13.0	±3.0	
USAFR	98	±1	2	12	86	±3	14.0	±3.0	
Enlisted	98	±1	2	18	80	±2	20.0	±2.0	
E1 – E4	98	±1	2	20	78	±3	22.0	±3.0	
E5 – E9	98	±1	2	16	81	±2	19.0	±2.0	
Officers	99	±1	1	11	87	±2	13.0	±2.0	
O1 – O3	98	±1	1	13	85	±2	15.0	±2.0	
O4 – O6	99	±1	1	10	89	±2	11.0	±2.0	
Male	98	±1	2	17	81	±2	19.0	±2.0	
Female	98	±1	2	16	82	±3	18.0	±3.0	
AGR/FTS/AR	98	±2	2	15	83	±3	17.0	±3.0	
Other Selected Reserve	98	±1	2	17	81	±2	19.0	±2.0	
Reserve Unit	98	±1	2	17	81	±2	19.0	±2.0	
Military Technician	98	±2	2	16	82	±4	18.0	±4.0	
IMA	99	±2	1	12	87	±5	13.0	±5.0	
Not Activated Past 12 Months	98	±1	2	15	83	±2	17.0	±2.0	
Activated Past 12 Months	98	±1	3	20	77	±3	23.0	±3.0	
Not Deployed Past 12 Months	98	±1	2	15	83	±2	17.0	±2.0	
Deployed Past 12 Months	97	±1	3	22	75	±3	25.0	±3.0	
Deployed OIF/OEF	97	±2	4	23	74	±4	26.0	±4.0	
WHITE	99	±1	1	16	84	±2	16.0	±2.0	
ARNG	98	±1	1	18	81	±3	19.0	±3.0	
USAR	99	±1	1	17	82	±4	18.0	±4.0	
USNR	100	±1	1	12	87	±4	13.0	±4.0	
USMCR	99	±2	1	14	85	±5	15.0	±5.0	
ANG	98	±2	1	11	88	±4	12.0	±4.0	
USAFR	99	±2	0	11	89	±4	11.0	±4.0	
Enlisted	99	±1	1	17	82	±2	18.0	±2.0	
E1 – E4	98	±1	1	19	80	±3	20.0	±3.0	
E5 – E9	99	±1	1	15	84	±3	16.0	±3.0	
Officers	99	±1	0	11	89	±2	11.0	±2.0	
BLACK	95	±1	7	18	74	±2	26.0	±2.0	
ARNG	95	±2	11	23	66	±5	34.0	±5.0	
USAR	95	±2	5	17	79	±4	21.0	±4.0	
USNR	97	±2	4	16	80	±3	20.0	±3.0	
USMCR	97	±2	3	9	88	±6	12.0	±6.0	
ANG	97	±2	7	13	80	±3	20.0	±3.0	
USAFR	97	±2	6	15	79	±3	21.0	±3.0	
Enlisted	95	±2	8	19	74	±3	26.0	±3.0	
E1 – E4	95	±2	6	21	72	±5	28.0	±5.0	
E5 – E9	95	±2	8	17	74	±3	26.0	±3.0	
Officers	98	±1	5	12	82	±3	18.0	±3.0	

Note. Percent responding are Reserve component members who answered the question.

54n. Continued	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
HISPANIC	97	±1	3	20	77	±3	23.0	±3.0	
ARNG	97	±2	6	26	69	±6	31.0	±6.0	
USAR	97	±2	2	20	78	±5	22.0	±5.0	
USNR	99	±1	2	15	84	±7	16.0	±7.0	
USMCR	95	±5	2	14	85	±6	15.0	±6.0	
ANG	98	±2	2	14	83	±8	17.0	±7.0	
USAFR	99	±1	1	12	87	±4	13.0	±4.0	
Enlisted	97	±2	3	21	76	±4	24.0	±4.0	
E1 – E4	97	±2	3	22	75	±6	25.0	±6.0	
E5 – E9	97	±2	3	20	77	±4	23.0	±4.0	
Officers	98	±1	5	13	83	±4	17.0	±4.0	
AIAN	94	±7	1	20	78	±10	22.0	±10.0	
ARNG	88	±12	2	23	75	±16	25.0	±16.0	
USAR	100	±1	1	NR	NR	±2	NR		
USNR	100	±1	0	9	91	±8	9.0	±8.0	
ANG	100	±1	0	NR	NR	±1	NR		
USAFR	99	±2	0	12	88	±7	12.0	±7.0	
Enlisted	93	±8	1	21	78	±11	22.0	±11.0	
Officers	99	±1	2	11	87	±9	13.0	±9.0	
ASIAN	98	±1	4	18	79	±5	21.0	±5.0	
ARNG	99	±1	4	19	78	±10	22.0	±10.0	
USAR	97	±2	4	21	75	±10	25.0	±10.0	
USNR	99	±1	NR	10	84	±10	16.0	±10.0	
USMCR	98	±2	1	NR	NR	±3	NR		
ANG	97	±2	1	10	89	±3	11.0	±3.0	
USAFR	99	±1	3	NR	76	±18	24.0	±18.0	
Enlisted	98	±1	3	19	78	±6	22.0	±6.0	
Officers	99	±1	5	12	84	±5	16.0	±5.0	
NHPI	98	±1	1	25	74	±13	26.0	±13.0	
ARNG	99	±2	NR	NR	NR		NR		
USAR	97	±2	4	20	76	±5	24.0	±5.0	
USNR	98	±5	NR	NR	NR		NR		
ANG	99	±1	0	9	91	±8	9.0	±8.0	
USAFR	96	±4	2	13	86	±9	14.0	±9.0	
Enlisted	98	±1	1	26	72	±15	28.0	±14.0	
Officers	99	±2	2	12	86	±8	14.0	±8.0	
TWO OR MORE RACES	99	±1	2	19	79	±8	21.0	±8.0	
ARNG	99	±1	NR	21	77	±15	23.0	±15.0	
USAR	100	±1	1	NR	NR	±2	NR		
USNR	100	±1	4	11	85	±8	15.0	±8.0	
USMCR	100	±0	NR	2	98	±6	2.0	±6.0	
ANG	98	±3	NR	10	85	±12	15.0	±12.0	
USAFR	100	±1	1	NR	79	±18	21.0	±18.0	
Enlisted	100	±1	2	18	80	±9	20.0	±9.0	
Officers	97	±4	NR	20	73	±12	27.0	±12.0	
USCGR	99	±1	1	11	88	±3	12.0	±3.0	
White	99	±1	0	10	89	±4	11.0	±4.0	
Black	100	±0	1	10	89	±14	11.0	±13.0	
Hispanic	100	±0	7	17	76	±10	24.0	±10.0	
Other Race/Ethnicity	97	±5	0	14	85	±7	15.0	±7.0	
Enlisted	99	±1	1	12	87	±4	13.0	±4.0	
E1 – E4	99	±2	1	13	86	±6	14.0	±6.0	
E5 – E9	100	±1	1	12	87	±4	13.0	±4.0	
Officers	99	±2	1	6	93	±4	7.0	±4.0	

NR: Not reportable

54. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

o. You were taken to nonjudicial punishment or court martial when you should not have been.

1. Yes, and my race/ethnicity was a factor

2. Yes, but my race/ethnicity was NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	98	±1	1	2	97	±1	3.0	±1.0	
ARNG	97	±1	1	2	97	±1	3.0	±1.0	
USAR	97	±1	1	2	97	±1	3.0	±1.0	
USNR	99	±1	1	2	97	±2	3.0	±2.0	
USMCR	98	±2	0	3	97	±3	3.0	±3.0	
ANG	98	±1	0	1	99	±1	1.0	±1.0	
USAFR	98	±2	1	1	98	±2	2.0	±2.0	
Enlisted	97	±1	1	2	97	±1	3.0	±1.0	
E1 – E4	98	±1	1	3	96	±1	4.0	±1.0	
E5 – E9	97	±1	1	2	98	±1	2.0	±1.0	
Officers	99	±1	1	1	99	±1	1.0	±1.0	
O1 – O3	98	±1	1	1	98	±1	2.0	±1.0	
O4 – O6	99	±1	0	1	99	±1	1.0	±1.0	
Male	98	±1	1	2	97	±1	3.0	±1.0	
Female	98	±1	1	2	97	±2	3.0	±2.0	
AGR/FTS/AR	97	±2	1	2	97	±2	3.0	±2.0	
Other Selected Reserve	98	±1	1	2	97	±1	3.0	±1.0	
Reserve Unit	98	±1	1	2	97	±1	3.0	±1.0	
Military Technician	97	±2	1	2	98	±2	2.0	±2.0	
IMA	98	±2	1	0	99	±1	1.0	±1.0	
Not Activated Past 12 Months	98	±1	1	1	98	±1	2.0	±1.0	
Activated Past 12 Months	97	±2	1	2	97	±2	3.0	±2.0	
Not Deployed Past 12 Months	98	±1	1	2	98	±1	2.0	±1.0	
Deployed Past 12 Months	97	±1	1	3	96	±2	4.0	±2.0	
Deployed OIF/OEF	96	±2	1	4	95	±2	5.0	±2.0	
WHITE	98	±1	0	2	98	±1	2.0	±1.0	
ARNG	98	±1	1	2	98	±2	2.0	±2.0	
USAR	98	±2	0	2	98	±2	2.0	±2.0	
USNR	99	±1	1	1	98	±3	2.0	±3.0	
USMCR	99	±1	0	3	97	±4	3.0	±3.0	
ANG	98	±2	0	1	99	±2	1.0	±2.0	
USAFR	98	±2	0	1	99	±2	1.0	±2.0	
Enlisted	98	±1	0	2	98	±1	2.0	±1.0	
E1 – E4	98	±1	0	2	97	±2	3.0	±2.0	
E5 – E9	98	±1	0	1	98	±1	2.0	±1.0	
Officers	99	±1	0	1	99	±1	1.0	±1.0	
BLACK	95	±1	2	3	95	±2	5.0	±2.0	
ARNG	95	±2	4	3	94	±3	6.0	±3.0	
USAR	94	±2	2	3	95	±3	5.0	±3.0	
USNR	98	±1	2	2	96	±2	4.0	±2.0	
USMCR	97	±3	1	1	97	±4	3.0	±4.0	
ANG	97	±1	1	1	97	±2	3.0	±2.0	
USAFR	97	±1	1	2	97	±2	3.0	±2.0	
Enlisted	95	±2	2	3	95	±2	5.0	±2.0	
E1 – E4	95	±2	3	2	95	±3	5.0	±3.0	
E5 – E9	95	±2	2	3	95	±2	5.0	±2.0	
Officers	97	±1	1	2	98	±1	2.0	±1.0	

Note. Percent responding are Reserve component members who answered the question.



54o. Continued	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
HISPANIC	97	±1	1	2	96	±2	4.0	±2.0	
ARNG	98	±2	2	4	94	±5	6.0	±5.0	
USAR	96	±3	0	1	99	±2	1.0	±2.0	
USNR	99	±1	0	3	96	±6	4.0	±5.0	
USMCR	94	±5	1	1	98	±2	2.0	±2.0	
ANG	99	±1	1	1	99	±2	1.0	±2.0	
USAFR	98	±2	0	1	99	±2	1.0	±2.0	
Enlisted	97	±1	1	2	97	±2	3.0	±2.0	
E1 – E4	97	±2	2	3	95	±4	5.0	±4.0	
E5 – E9	97	±2	0	2	98	±2	2.0	±2.0	
Officers	98	±1	3	2	96	±4	4.0	±3.0	
AIAN	91	±8	0	1	99	±1	1.0	±1.0	
ARNG	84	±14	0	1	98	±2	2.0	±2.0	
USAR	99	±1	0	1	98	±3	2.0	±3.0	
USNR	100	±0	0	1	99	±3	1.0	±3.0	
ANG	100	±1	0	0	100	±1	0.0	±1.0	
USAFR	97	±3	0	1	99	±4	1.0	±4.0	
Enlisted	90	±9	0	1	99	±1	1.0	±1.0	
Officers	98	±2	0	1	99	±2	1.0	±2.0	
ASIAN	97	±2	2	3	95	±2	5.0	±2.0	
ARNG	96	±5	2	3	96	±3	4.0	±3.0	
USAR	97	±2	3	3	94	±4	6.0	±4.0	
USNR	99	±1	1	2	97	±2	3.0	±2.0	
USMCR	97	±3	0	NR	NR	±0	NR		
ANG	97	±2	0	2	98	±2	2.0	±2.0	
USAFR	99	±1	2	1	97	±7	3.0	±6.0	
Enlisted	97	±2	1	3	96	±3	4.0	±3.0	
Officers	99	±1	3	2	94	±5	6.0	±5.0	
NHPI	97	±3	1	6	94	±7	6.0	±7.0	
ARNG	96	±6	NR	4	96	±8	4.0	±8.0	
USAR	96	±2	2	6	92	±4	8.0	±4.0	
USNR	99	±2	NR	NR	NR		NR		
ANG	99	±1	0	2	98	±7	2.0	±7.0	
USAFR	96	±4	1	1	98	±5	2.0	±4.0	
Enlisted	97	±3	1	6	93	±8	7.0	±7.0	
Officers	99	±2	0	2	98	±6	2.0	±6.0	
TWO OR MORE RACES	99	±1	0	3	96	±7	4.0	±7.0	
ARNG	99	±1	0	NR	NR	±0	NR		
USAR	100	±1	0	NR	NR	±1	NR		
USNR	100	±1	3	2	95	±6	5.0	±6.0	
USMCR	100	±0	NR	NR	NR		NR		
ANG	99	±1	1	1	99	±2	1.0	±2.0	
USAFR	99	±2	0	1	99	±3	1.0	±3.0	
Enlisted	99	±1	0	4	96	±8	4.0	±8.0	
Officers	98	±3	0	0	99	±1	1.0	±1.0	
USCGR	98	±1	0	1	99	±2	1.0	±2.0	
White	98	±2	0	0	99	±2	1.0	±2.0	
Black	100	±0	NR	NR	NR		NR		
Hispanic	100	±0	1	3	95	±7	5.0	±7.0	
Other Race/Ethnicity	96	±5	1	2	98	±4	2.0	±3.0	
Enlisted	98	±2	0	1	99	±2	1.0	±2.0	
E1 – E4	97	±3	0	1	99	±3	1.0	±3.0	
E5 – E9	99	±1	1	1	98	±2	2.0	±2.0	
Officers	99	±2	0	0	100	±1	0.0	±1.0	

NR: Not reportable

54. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

p. You were punished at your military job for something that others did without being punished.

1. Yes, and my race/ethnicity was a factor

2. Yes, but my race/ethnicity was NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	98	±1	2	5	93	±1	7.0	±1.0	
ARNG	98	±1	2	6	92	±2	8.0	±2.0	
USAR	98	±1	2	5	94	±2	6.0	±2.0	
USNR	99	±1	1	3	96	±2	4.0	±2.0	
USMCR	98	±2	1	6	93	±3	7.0	±3.0	
ANG	99	±1	1	4	95	±2	5.0	±2.0	
USAFR	98	±1	1	3	96	±2	4.0	±2.0	
Enlisted	98	±1	2	6	93	±1	7.0	±1.0	
E1 – E4	98	±1	2	7	91	±2	9.0	±2.0	
E5 – E9	98	±1	1	5	94	±1	6.0	±1.0	
Officers	99	±1	1	2	97	±1	3.0	±1.0	
O1 – O3	99	±1	1	2	96	±1	4.0	±1.0	
O4 – O6	99	±1	1	2	97	±1	3.0	±1.0	
Male	98	±1	1	5	94	±1	6.0	±1.0	
Female	98	±1	2	5	93	±2	7.0	±2.0	
AGR/FTS/AR	98	±2	2	6	92	±3	8.0	±3.0	
Other Selected Reserve	98	±1	2	5	94	±1	6.0	±1.0	
Reserve Unit	98	±1	2	5	93	±1	7.0	±1.0	
Military Technician	98	±2	1	4	94	±3	6.0	±3.0	
IMA	98	±2	1	2	97	±3	3.0	±3.0	
Not Activated Past 12 Months	98	±1	1	4	95	±1	5.0	±1.0	
Activated Past 12 Months	98	±1	2	9	89	±3	11.0	±3.0	
Not Deployed Past 12 Months	98	±1	1	4	95	±1	5.0	±1.0	
Deployed Past 12 Months	97	±1	3	9	88	±2	12.0	±2.0	
Deployed OIF/OEF	97	±1	3	10	87	±3	13.0	±3.0	
WHITE	99	±1	1	5	94	±1	6.0	±1.0	
ARNG	98	±1	1	6	93	±2	7.0	±2.0	
USAR	99	±1	1	5	95	±3	5.0	±3.0	
USNR	99	±1	1	2	97	±3	3.0	±3.0	
USMCR	99	±1	0	7	93	±4	7.0	±4.0	
ANG	99	±1	0	4	96	±3	4.0	±3.0	
USAFR	98	±2	0	3	96	±3	4.0	±3.0	
Enlisted	99	±1	1	6	93	±2	7.0	±2.0	
E1 – E4	99	±1	1	7	91	±3	9.0	±3.0	
E5 – E9	99	±1	1	4	95	±2	5.0	±2.0	
Officers	99	±1	0	2	98	±1	2.0	±1.0	
BLACK	96	±1	4	4	92	±2	8.0	±2.0	
ARNG	96	±2	6	5	90	±3	10.0	±3.0	
USAR	95	±2	4	4	93	±3	7.0	±3.0	
USNR	98	±1	3	5	92	±2	8.0	±2.0	
USMCR	97	±2	3	2	95	±4	5.0	±4.0	
ANG	97	±1	4	3	94	±2	6.0	±2.0	
USAFR	98	±1	4	3	93	±2	7.0	±2.0	
Enlisted	96	±1	5	4	91	±2	9.0	±2.0	
E1 – E4	96	±2	5	4	92	±3	8.0	±3.0	
E5 – E9	96	±2	4	4	91	±2	9.0	±2.0	
Officers	98	±1	2	2	95	±2	5.0	±2.0	

Note. Percent responding are Reserve component members who answered the question.

54p. Continued	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
HISPANIC	97	±1	3	6	92	±3	8.0	±3.0	
ARNG	97	±2	5	7	89	±5	11.0	±5.0	
USAR	97	±2	1	6	92	±4	8.0	±4.0	
USNR	99	±1	1	2	97	±2	3.0	±2.0	
USMCR	95	±5	1	4	95	±3	5.0	±3.0	
ANG	98	±1	1	7	92	±9	8.0	±9.0	
USAFR	98	±1	1	3	97	±2	3.0	±2.0	
Enlisted	97	±2	3	6	92	±3	8.0	±3.0	
E1 – E4	97	±2	3	7	91	±4	9.0	±4.0	
E5 – E9	97	±2	2	5	93	±3	7.0	±3.0	
Officers	99	±1	4	3	94	±3	6.0	±3.0	
AIAN	94	±7	1	4	95	±2	5.0	±2.0	
ARNG	88	±12	1	5	94	±4	6.0	±4.0	
USAR	100	±1	1	4	95	±4	5.0	±4.0	
USNR	100	±1	2	2	97	±7	3.0	±5.0	
ANG	100	±1	0	2	98	±3	2.0	±3.0	
USAFR	98	±3	0	2	97	±4	3.0	±4.0	
Enlisted	93	±8	1	4	95	±2	5.0	±2.0	
Officers	100	±1	1	6	93	±12	7.0	±11.0	
ASIAN	98	±1	2	5	93	±3	7.0	±3.0	
ARNG	99	±1	2	4	93	±3	7.0	±3.0	
USAR	97	±2	3	5	92	±4	8.0	±4.0	
USNR	99	±1	1	2	97	±2	3.0	±2.0	
USMCR	98	±2	1	NR	NR	±4	NR		
ANG	97	±2	1	3	95	±3	5.0	±3.0	
USAFR	99	±1	3	NR	NR	±6	NR		
Enlisted	98	±1	2	5	93	±3	7.0	±3.0	
Officers	99	±1	4	3	93	±5	7.0	±5.0	
NHPI	99	±1	1	7	92	±6	8.0	±6.0	
ARNG	100	±1	NR	5	95	±7	5.0	±7.0	
USAR	98	±2	3	6	91	±4	9.0	±4.0	
USNR	100	±0	NR	NR	NR		NR		
ANG	100	±1	2	4	93	±9	7.0	±9.0	
USAFR	97	±4	1	2	96	±4	4.0	±4.0	
Enlisted	99	±1	1	7	91	±7	9.0	±7.0	
Officers	99	±1	1	6	94	±6	6.0	±6.0	
TWO OR MORE RACES	99	±1	2	10	89	±8	11.0	±8.0	
ARNG	100	±1	0	13	87	±15	13.0	±15.0	
USAR	98	±3	1	NR	NR	±2	NR		
USNR	100	±1	8	6	86	±12	14.0	±12.0	
USMCR	98	±3	NR	NR	NR		NR		
ANG	99	±1	NR	2	93	±14	7.0	±14.0	
USAFR	100	±0	1	3	96	±5	4.0	±5.0	
Enlisted	100	±1	1	11	88	±9	12.0	±9.0	
Officers	98	±5	NR	3	89	±14	11.0	±14.0	
USCGR	99	±1	0	3	97	±2	3.0	±2.0	
White	99	±1	0	2	98	±3	2.0	±3.0	
Black	100	±0	NR	5	95	±13	5.0	±13.0	
Hispanic	100	±0	2	5	93	±8	7.0	±8.0	
Other Race/Ethnicity	95	±6	1	2	97	±3	3.0	±3.0	
Enlisted	99	±1	0	3	97	±2	3.0	±2.0	
E1 – E4	98	±2	0	4	96	±5	4.0	±5.0	
E5 – E9	99	±1	1	2	97	±3	3.0	±3.0	
Officers	100	±1	1	0	99	±2	1.0	±2.0	

NR: Not reportable

54. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

q. You were excluded by your military peers from social activities.

1. Yes, and my race/ethnicity was a factor

2. Yes, but my race/ethnicity was NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	98	±1	1	5	94	±1	6.0	±1.0	
ARNG	98	±1	2	5	93	±2	7.0	±2.0	
USAR	98	±1	1	5	93	±2	7.0	±2.0	
USNR	99	±1	1	4	95	±2	5.0	±2.0	
USMCR	98	±2	1	6	93	±3	7.0	±3.0	
ANG	99	±1	1	4	95	±2	5.0	±2.0	
USAFR	99	±1	1	3	96	±2	4.0	±2.0	
Enlisted	98	±1	1	5	94	±1	6.0	±1.0	
E1 – E4	98	±1	1	6	93	±2	7.0	±2.0	
E5 – E9	98	±1	1	5	94	±1	6.0	±1.0	
Officers	99	±1	1	4	95	±1	5.0	±1.0	
O1 – O3	99	±1	2	4	94	±2	6.0	±2.0	
O4 – O6	99	±1	1	3	96	±1	4.0	±1.0	
Male	98	±1	1	5	94	±1	6.0	±1.0	
Female	98	±1	2	6	92	±2	8.0	±2.0	
AGR/FTS/AR	98	±1	2	6	92	±3	8.0	±3.0	
Other Selected Reserve	98	±1	1	5	94	±1	6.0	±1.0	
Reserve Unit	98	±1	1	5	94	±1	6.0	±1.0	
Military Technician	98	±2	2	4	94	±3	6.0	±3.0	
IMA	99	±2	1	3	96	±2	4.0	±2.0	
Not Activated Past 12 Months	98	±1	1	4	95	±1	5.0	±1.0	
Activated Past 12 Months	98	±1	2	6	93	±2	7.0	±2.0	
Not Deployed Past 12 Months	98	±1	1	4	95	±1	5.0	±1.0	
Deployed Past 12 Months	98	±1	2	6	91	±2	9.0	±2.0	
Deployed OIF/OEF	97	±1	2	7	91	±3	9.0	±3.0	
WHITE	99	±1	1	5	95	±1	5.0	±1.0	
ARNG	99	±1	1	5	94	±2	6.0	±2.0	
USAR	99	±1	1	5	95	±3	5.0	±3.0	
USNR	99	±1	1	3	96	±3	4.0	±3.0	
USMCR	99	±1	1	6	94	±4	6.0	±4.0	
ANG	99	±1	0	4	95	±3	5.0	±3.0	
USAFR	99	±2	0	3	97	±3	3.0	±3.0	
Enlisted	99	±1	1	5	94	±2	6.0	±2.0	
E1 – E4	99	±1	1	6	93	±2	7.0	±2.0	
E5 – E9	99	±1	1	4	95	±2	5.0	±2.0	
Officers	99	±1	1	3	96	±1	4.0	±1.0	
BLACK	96	±1	3	5	91	±2	9.0	±2.0	
ARNG	95	±2	4	6	90	±3	10.0	±3.0	
USAR	95	±2	3	6	91	±3	9.0	±3.0	
USNR	98	±1	3	5	92	±5	8.0	±5.0	
USMCR	96	±3	3	4	93	±4	7.0	±4.0	
ANG	98	±1	2	3	95	±2	5.0	±2.0	
USAFR	98	±1	3	4	93	±2	7.0	±2.0	
Enlisted	96	±1	3	6	91	±2	9.0	±2.0	
E1 – E4	95	±2	2	6	91	±3	9.0	±3.0	
E5 – E9	96	±2	4	5	91	±2	9.0	±2.0	
Officers	98	±1	4	4	92	±2	8.0	±2.0	

Note. Percent responding are Reserve component members who answered the question.

54q. Continued	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
HISPANIC	98	±1	3	5	93	±2	7.0	±2.0	
ARNG	98	±2	5	6	89	±5	11.0	±5.0	
USAR	97	±2	1	5	94	±3	6.0	±3.0	
USNR	99	±1	2	3	95	±3	5.0	±3.0	
USMCR	95	±5	1	6	92	±8	8.0	±7.0	
ANG	98	±1	2	3	95	±3	5.0	±3.0	
USAFR	99	±1	1	2	97	±2	3.0	±2.0	
Enlisted	98	±1	2	5	92	±3	8.0	±3.0	
E1 – E4	98	±2	3	6	91	±5	9.0	±5.0	
E5 – E9	98	±1	2	4	94	±3	6.0	±3.0	
Officers	99	±1	3	4	93	±4	7.0	±4.0	
AIAN	94	±7	1	5	93	±7	7.0	±7.0	
ARNG	88	±12	2	3	94	±5	6.0	±5.0	
USAR	100	±1	1	3	97	±4	3.0	±4.0	
USNR	100	±0	1	4	95	±6	5.0	±6.0	
ANG	100	±1	1	NR	NR	±2	NR		
USAFR	99	±2	1	3	96	±4	4.0	±4.0	
Enlisted	93	±8	1	5	93	±8	7.0	±8.0	
Officers	100	±1	2	7	91	±11	9.0	±10.0	
ASIAN	99	±1	2	4	94	±2	6.0	±2.0	
ARNG	99	±1	2	4	93	±3	7.0	±3.0	
USAR	98	±2	2	6	92	±4	8.0	±4.0	
USNR	99	±1	1	2	97	±2	3.0	±2.0	
USMCR	98	±2	1	NR	NR	±4	NR		
ANG	97	±2	1	5	94	±3	6.0	±3.0	
USAFR	99	±1	3	2	96	±6	4.0	±5.0	
Enlisted	98	±1	2	4	94	±2	6.0	±2.0	
Officers	99	±1	4	4	92	±5	8.0	±5.0	
NHPI	99	±1	1	6	92	±7	8.0	±6.0	
ARNG	100	±1	NR	4	96	±7	4.0	±7.0	
USAR	98	±2	3	5	91	±4	9.0	±4.0	
USNR	100	±0	NR	NR	NR		NR		
ANG	100	±1	NR	1	97	±6	3.0	±6.0	
USAFR	97	±4	3	4	93	±9	7.0	±9.0	
Enlisted	99	±1	2	6	92	±7	8.0	±7.0	
Officers	99	±1	1	6	93	±6	7.0	±6.0	
TWO OR MORE RACES	100	±1	1	9	90	±8	10.0	±7.0	
ARNG	99	±1	0	8	91	±14	9.0	±13.0	
USAR	100	±1	1	NR	NR	±2	NR		
USNR	100	±1	3	7	90	±8	10.0	±8.0	
USMCR	100	±0	NR	NR	NR		NR		
ANG	100	±1	0	5	95	±6	5.0	±6.0	
USAFR	100	±0	0	3	97	±4	3.0	±4.0	
Enlisted	100	±1	0	10	90	±9	10.0	±9.0	
Officers	99	±3	3	4	93	±7	7.0	±7.0	
USCGR	99	±1	1	4	95	±2	5.0	±2.0	
White	99	±1	0	4	96	±3	4.0	±3.0	
Black	100	±0	1	8	91	±14	9.0	±14.0	
Hispanic	100	±0	5	4	91	±8	9.0	±8.0	
Other Race/Ethnicity	97	±5	0	4	96	±4	4.0	±4.0	
Enlisted	99	±1	1	4	95	±3	5.0	±3.0	
E1 – E4	99	±2	1	5	94	±5	6.0	±5.0	
E5 – E9	99	±1	1	3	96	±3	4.0	±3.0	
Officers	100	±1	1	2	97	±3	3.0	±3.0	

NR: Not reportable
















































54. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

r. You had other bothersome experiences at your military job.

1. Yes, and my race/ethnicity was a factor

2. Yes, but my race/ethnicity was NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	98	±1	3	11	86	±1	14.0	±1.0	
ARNG	98	±1	3	12	85	±2	15.0	±2.0	
USAR	98	±1	3	12	86	±2	14.0	±2.0	
USNR	99	±1	2	9	89	±3	11.0	±3.0	
USMCR	98	±2	1	10	89	±4	11.0	±4.0	
ANG	98	±1	2	10	88	±3	12.0	±3.0	
USAFR	98	±1	2	10	88	±3	12.0	±3.0	
Enlisted	98	±1	3	11	86	±2	14.0	±2.0	
E1 – E4	98	±1	3	11	87	±2	13.0	±2.0	
E5 – E9	98	±1	2	12	85	±2	15.0	±2.0	
Officers	99	±1	2	9	89	±2	11.0	±2.0	
O1 – O3	99	±1	2	9	89	±2	11.0	±2.0	
O4 – O6	99	±1	2	9	89	±2	11.0	±2.0	
Male	98	±1	2	10	87	±2	13.0	±2.0	
Female	98	±1	3	15	82	±3	18.0	±3.0	
AGR/FTS/AR	98	±2	3	14	83	±3	17.0	±3.0	
Other Selected Reserve	98	±1	2	11	87	±1	13.0	±1.0	
Reserve Unit	98	±1	2	11	87	±2	13.0	±2.0	
Military Technician	98	±2	2	8	89	±4	11.0	±4.0	
IMA	99	±2	2	9	89	±4	11.0	±4.0	
Not Activated Past 12 Months	98	±1	2	10	88	±2	12.0	±2.0	
Activated Past 12 Months	98	±1	4	14	82	±3	18.0	±3.0	
Not Deployed Past 12 Months	98	±1	2	10	88	±1	12.0	±1.0	
Deployed Past 12 Months	97	±1	4	15	80	±3	20.0	±3.0	
Deployed OIF/OEF	97	±2	4	15	80	±3	20.0	±3.0	
WHITE	99	±1	1	11	88	±2	12.0	±2.0	
ARNG	98	±1	1	12	86	±3	14.0	±3.0	
USAR	99	±1	1	12	87	±4	13.0	±4.0	
USNR	100	±1	1	9	90	±4	10.0	±4.0	
USMCR	99	±2	1	8	91	±5	9.0	±5.0	
ANG	98	±2	1	10	88	±4	12.0	±4.0	
USAFR	99	±2	1	10	90	±4	10.0	±4.0	
Enlisted	99	±1	1	12	87	±2	13.0	±2.0	
E1 – E4	99	±1	2	11	87	±3	13.0	±3.0	
E5 – E9	99	±1	1	12	87	±3	13.0	±3.0	
Officers	99	±1	1	9	90	±2	10.0	±2.0	
BLACK	96	±1	7	10	82	±2	18.0	±2.0	
ARNG	96	±2	9	10	81	±4	19.0	±4.0	
USAR	95	±2	7	11	82	±4	18.0	±4.0	
USNR	98	±1	5	12	84	±3	16.0	±3.0	
USMCR	97	±3	3	6	91	±5	9.0	±5.0	
ANG	97	±1	6	10	84	±3	16.0	±3.0	
USAFR	97	±1	6	10	83	±3	17.0	±3.0	
Enlisted	96	±1	7	10	82	±2	18.0	±2.0	
E1 – E4	95	±2	7	9	84	±4	16.0	±4.0	
E5 – E9	96	±2	8	12	81	±3	19.0	±3.0	
Officers	98	±1	7	9	84	±3	16.0	±3.0	
















































Note. Percent responding are Reserve component members who answered the question.

54r. Continued	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
HISPANIC	97	±1	3	11	86	±3	14.0	±3.0	
ARNG	98	±2	5	13	81	±6	19.0	±6.0	
USAR	96	±3	2	10	88	±4	12.0	±4.0	
USNR	99	±1	3	9	89	±5	11.0	±5.0	
USMCR	93	±6	2	13	86	±8	14.0	±8.0	
ANG	99	±1	2	7	91	±3	9.0	±3.0	
USAFR	98	±1	3	9	88	±4	12.0	±4.0	
Enlisted	97	±1	3	11	86	±3	14.0	±3.0	
E1 – E4	97	±2	4	11	86	±5	14.0	±5.0	
E5 – E9	97	±2	3	12	85	±4	15.0	±4.0	
Officers	99	±1	5	9	86	±4	14.0	±4.0	
AIAN	93	±7	2	9	89	±7	11.0	±7.0	
ARNG	88	±12	2	6	91	±5	9.0	±5.0	
USAR	100	±1	1	7	92	±6	8.0	±6.0	
USNR	99	±2	2	6	92	±8	8.0	±8.0	
ANG	99	±1	1	NR	NR	±2	NR		
USAFR	98	±2	1	8	91	±7	9.0	±7.0	
Enlisted	93	±8	2	9	89	±7	11.0	±7.0	
Officers	99	±1	2	10	88	±10	12.0	±9.0	
ASIAN	98	±1	5	11	85	±4	15.0	±4.0	
ARNG	99	±1	6	9	84	±11	16.0	±9.0	
USAR	98	±2	6	11	83	±5	17.0	±5.0	
USNR	99	±1	2	7	91	±4	9.0	±4.0	
USMCR	97	±3	2	NR	NR	±4	NR		
ANG	97	±2	2	8	90	±3	10.0	±3.0	
USAFR	99	±1	3	NR	85	±16	15.0	±16.0	
Enlisted	98	±1	4	11	85	±5	15.0	±5.0	
Officers	99	±1	7	10	84	±6	16.0	±6.0	
NHPI	98	±1	1	11	88	±7	12.0	±7.0	
ARNG	100	±1	NR	9	91	±11	9.0	±11.0	
USAR	96	±2	4	11	86	±4	14.0	±4.0	
USNR	100	±0	NR	NR	NR		NR		
ANG	98	±4	2	5	93	±8	7.0	±8.0	
USAFR	96	±4	1	8	91	±8	9.0	±8.0	
Enlisted	98	±2	1	11	88	±7	12.0	±7.0	
Officers	98	±2	1	9	90	±8	10.0	±8.0	
TWO OR MORE RACES	100	±1	4	15	81	±8	19.0	±8.0	
ARNG	100	±1	6	12	81	±14	19.0	±14.0	
USAR	99	±1	2	NR	NR	±2	NR		
USNR	99	±2	6	16	78	±12	22.0	±12.0	
USMCR	100	±0	NR	NR	NR		NR		
ANG	100	±1	NR	7	88	±12	12.0	±12.0	
USAFR	100	±0	2	NR	NR	±3	NR		
Enlisted	100	±1	4	15	81	±9	19.0	±9.0	
Officers	99	±2	7	12	81	±14	19.0	±12.0	
USCGR	99	±1	1	11	88	±3	12.0	±3.0	
White	99	±1	0	10	89	±4	11.0	±4.0	
Black	100	±0	1	12	87	±14	13.0	±13.0	
Hispanic	100	±0	4	14	82	±10	18.0	±10.0	
Other Race/Ethnicity	97	±5	3	11	86	±8	14.0	±7.0	
Enlisted	99	±1	1	12	87	±4	13.0	±4.0	
E1 – E4	99	±2	1	15	84	±7	16.0	±7.0	
E5 – E9	99	±1	1	9	90	±4	10.0	±4.0	
Officers	99	±2	1	7	92	±5	8.0	±5.0	

NR: Not reportable

**55. Based on your responses to Questions 53-54, would you say that the experiences you reported happening are racial/ethnic harassment or discrimination?**

1. Yes, racial/ethnic harassment      2. Yes, racial/ethnic discrimination      3. Yes, both racial/ethnic harassment and discrimination
4. No, neither racial/ethnic harassment nor discrimination

	Percent Responding		Percentages				Max ME	Percentage Experiencing Harassment/Discrimination		
			1	2	3	4				
TOTAL DOD	49	±2	2	6	4	88	±2	12.0	±2.0	
ARNG	51	±3	1	6	4	88	±2	12.0	±2.0	
USAR	54	±3	1	7	5	87	±3	13.0	±3.0	
USNR	47	±4	2	5	4	89	±3	11.0	±3.0	
USMCR	47	±5	4	4	5	88	±5	12.0	±5.0	
ANG	38	±4	2	5	3	91	±4	9.0	±4.0	
USAFR	40	±4	1	7	4	88	±4	12.0	±4.0	
Enlisted	50	±2	2	6	5	88	±2	12.0	±2.0	
E1 – E4	48	±3	2	6	4	88	±3	12.0	±3.0	
E5 – E9	51	±2	1	7	5	87	±2	13.0	±2.0	
Officers	42	±2	2	5	3	90	±2	10.0	±2.0	
O1 – O3	45	±3	2	6	3	89	±2	11.0	±2.0	
O4 – O6	40	±3	2	4	3	92	±2	8.0	±2.0	
Male	48	±2	2	6	4	89	±2	11.0	±2.0	
Female	51	±3	2	8	6	85	±3	15.0	±3.0	
AGR/FTS/AR	55	±4	1	5	5	89	±3	11.0	±3.0	
Other Selected Reserve	48	±2	2	6	4	88	±2	12.0	±2.0	
Reserve Unit	48	±2	2	6	4	88	±2	12.0	±2.0	
Military Technician	45	±5	1	7	5	87	±5	13.0	±5.0	
IMA	38	±5	2	5	4	89	±7	11.0	±7.0	
Not Activated Past 12 Months	45	±2	1	5	3	90	±2	10.0	±2.0	
Activated Past 12 Months	53	±4	2	8	4	85	±3	15.0	±3.0	
Not Deployed Past 12 Months	45	±2	1	5	4	90	±2	10.0	±2.0	
Deployed Past 12 Months	58	±3	3	8	6	84	±3	16.0	±3.0	
Deployed OIF/OEF	59	±4	2	8	6	83	±4	17.0	±4.0	
WHITE	45	±2	1	4	2	94	±2	6.0	±2.0	
ARNG	48	±3	1	3	1	94	±3	6.0	±3.0	
USAR	51	±5	0	6	2	92	±5	8.0	±5.0	
USNR	41	±5	2	2	1	96	±5	4.0	±5.0	
USMCR	42	±6	4	1	5	90	±8	10.0	±8.0	
ANG	34	±5	1	3	1	96	±6	4.0	±6.0	
USAFR	34	±5	0	4	3	93	±7	7.0	±7.0	
Enlisted	46	±3	1	4	2	93	±2	7.0	±2.0	
E1 – E4	44	±4	2	4	2	93	±3	7.0	±3.0	
E5 – E9	47	±3	0	4	2	93	±3	7.0	±3.0	
Officers	38	±3	1	2	1	97	±2	3.0	±2.0	
BLACK	59	±3	3	12	10	75	±3	25.0	±3.0	
ARNG	62	±4	2	14	11	72	±5	28.0	±5.0	
USAR	59	±4	3	10	9	78	±5	22.0	±5.0	
USNR	57	±4	2	9	7	81	±4	19.0	±4.0	
USMCR	62	±8	4	7	7	82	±8	18.0	±8.0	
ANG	55	±4	3	14	10	73	±5	27.0	±5.0	
USAFR	54	±3	4	14	7	74	±4	26.0	±4.0	
Enlisted	59	±3	3	12	10	76	±3	24.0	±3.0	
E1 – E4	55	±5	2	10	9	79	±6	21.0	±6.0	
E5 – E9	62	±3	3	13	10	74	±4	26.0	±4.0	
Officers	59	±3	4	16	10	70	±4	30.0	±4.0	

Note. Percent responding are Reserve component members who answered the question and who experienced racial/ethnic-related behaviors (Q53/Q54).



55. Continued	Percent Responding		Percentages				Max ME	Percentage Experiencing Harassment/Discrimination		
			1	2	3	4				
HISPANIC	57	±3	2	9	7	82	±4	18.0	±4.0	
ARNG	59	±6	2	11	7	80	±7	20.0	±7.0	
USAR	57	±6	2	6	9	83	±6	17.0	±6.0	
USNR	57	±8	2	8	8	82	±9	18.0	±9.0	
USMCR	55	±8	2	9	4	85	±12	15.0	±10.0	
ANG	52	±8	3	7	NR	81	±13	19.0	±13.0	
USAFR	53	±9	2	8	4	87	±7	13.0	±7.0	
Enlisted	57	±4	2	8	8	82	±4	18.0	±4.0	
E1 – E4	55	±6	2	8	8	83	±6	17.0	±6.0	
E5 – E9	59	±4	2	9	8	82	±5	18.0	±5.0	
Officers	55	±5	3	9	6	81	±5	19.0	±5.0	
AIAN	45	±11	2	4	10	84	±16	16.0	±13.0	
ARNG	49	±16	2	5	NR	NR	±5	NR		
USAR	33	±18	5	4	6	86	±11	14.0	±11.0	
USNR	33	±17	5	2	6	87	±14	13.0	±13.0	
ANG	56	±31	1	1	1	98	±5	2.0	±5.0	
USAFR	39	±14	4	3	4	89	±8	11.0	±8.0	
Enlisted	44	±12	2	4	NR	84	±15	16.0	±15.0	
Officers	50	±14	NR	4	3	85	±17	15.0	±17.0	
ASIAN	57	±5	2	9	7	81	±6	19.0	±6.0	
ARNG	63	±10	1	6	11	82	±15	18.0	±13.0	
USAR	56	±8	4	11	8	78	±6	22.0	±6.0	
USNR	55	±9	2	NR	5	80	±17	20.0	±17.0	
USMCR	69	±10	2	5	4	89	±8	11.0	±8.0	
ANG	44	±5	1	7	6	87	±5	13.0	±5.0	
USAFR	52	±14	0	NR	3	NR	±3	NR		
Enlisted	58	±6	2	9	8	82	±7	18.0	±7.0	
Officers	51	±5	3	13	5	78	±8	22.0	±8.0	
NHPI	52	±11	NR	6	6	NR	±7	NR		
ARNG	54	±24	NR	3	NR	NR	±7	NR		
USAR	55	±7	0	7	7	86	±5	14.0	±5.0	
USNR	65	±27	NR	NR	NR	NR		NR		
ANG	40	±19	1	NR	6	84	±16	16.0	±16.0	
USAFR	47	±11	1	9	2	88	±13	12.0	±12.0	
Enlisted	52	±12	NR	5	6	NR	±8	NR		
Officers	50	±18	NR	6	4	91	±9	9.0	±9.0	
TWO OR MORE RACES	53	±9	2	6	9	83	±11	17.0	±11.0	
ARNG	54	±16	0	NR	NR	NR	±2	NR		
USAR	66	±19	0	4	2	93	±6	7.0	±6.0	
USNR	50	±16	1	12	NR	73	±16	27.0	±16.0	
USMCR	70	±20	2	NR	NR	NR	±8	NR		
ANG	36	±16	NR	6	2	NR	±6	NR		
USAFR	47	±18	1	3	5	90	±9	10.0	±9.0	
Enlisted	53	±10	1	6	9	83	±12	17.0	±12.0	
Officers	55	±11	NR	6	7	78	±18	22.0	±18.0	
USCGR	44	±4	2	5	1	92	±4	8.0	±4.0	
White	41	±5	2	3	1	94	±5	6.0	±5.0	
Black	48	±15	NR	NR	1	NR	±5	NR		
Hispanic	64	±11	NR	11	4	83	±13	17.0	±13.0	
Other Race/Ethnicity	45	±9	8	3	1	88	±14	12.0	±13.0	
Enlisted	43	±5	3	5	2	91	±5	9.0	±5.0	
E1 – E4	45	±8	2	5	1	92	±8	8.0	±8.0	
E5 – E9	41	±5	4	5	2	90	±6	10.0	±6.0	
Officers	47	±7	1	4	1	95	±5	5.0	±5.0	

NR: Not reportable

55. Harassment/Discrimination in the DoD Community: Constructed from Q53a-o, Q54a-r, and Q55. Incident - DoD reflects whether Reserve component members indicated that they personally experienced race/ethnicity-related insensitivity, threats, actual harm, or discrimination from another military member or a DoD civilian.

	Percent Responding		Percentages	Max ME	Incident - DoD
			Incident Rate		
TOTAL DOD	100	±0	6	±1	
ARNG	100	±0	6	±1	
USAR	100	±0	7	±2	
USNR	100	±0	5	±2	
USMCR	100	±0	6	±3	
ANG	100	±0	3	±2	
USAFR	100	±0	5	±2	
Enlisted	100	±0	6	±1	
E1 – E4	100	±0	5	±2	
E5 – E9	100	±0	7	±1	
Officers	100	±0	4	±1	
O1 – O3	100	±0	5	±1	
O4 – O6	100	±0	3	±1	
Male	100	±0	5	±1	
Female	100	±0	8	±2	
AGR/FTS/AR	100	±0	6	±2	
Other Selected Reserve	100	±0	6	±1	
Reserve Unit	100	±0	6	±1	
Military Technician	100	±0	6	±3	
IMA	100	±0	4	±3	
Not Activated Past 12 Months	100	±0	4	±1	
Activated Past 12 Months	100	±0	8	±2	
Not Deployed Past 12 Months	100	±0	5	±1	
Deployed Past 12 Months	100	±0	9	±2	
Deployed OIF/OEF	100	±0	10	±2	
WHITE	100	±0	3	±1	
ARNG	100	±0	3	±2	
USAR	100	±0	4	±3	
USNR	100	±0	2	±3	
USMCR	100	±0	4	±4	
ANG	100	±0	1	±2	
USAFR	100	±0	2	±3	
Enlisted	100	±0	3	±1	
E1 – E4	100	±0	3	±2	
E5 – E9	100	±0	3	±2	
Officers	100	±0	1	±1	
BLACK	100	±0	15	±2	
ARNG	100	±0	17	±4	
USAR	100	±0	13	±3	
USNR	100	±0	11	±2	
USMCR	100	±0	11	±5	
ANG	100	±0	15	±3	
USAFR	100	±0	14	±2	
Enlisted	100	±0	14	±2	
E1 – E4	100	±0	11	±3	
E5 – E9	100	±0	16	±3	
Officers	100	±0	18	±2	

Note. Percent responding are Reserve component members who answered the questions. Incident rates indicate the percentage of Reserve component members who experienced at least one of the behaviors during the 12 months prior to responding to the survey AND who indicated they considered at least some of the behaviors experienced to be race/ethnic harassment/discrimination. Cronbach's coefficient alpha = 0.93.

55. Continued	Percent Responding		Percentages	Max ME	Incident - DoD
			Incident Rate		
HISPANIC	100	±0	10	±2	■
ARNG	100	±0	12	±4	■
USAR	100	±0	10	±4	■
USNR	100	±0	10	±6	■
USMCR	100	±0	8	±6	■
ANG	100	±0	10	±8	■
USAFR	100	±0	7	±4	■
Enlisted	100	±0	10	±3	■
E1 – E4	100	±0	10	±4	■
E5 – E9	100	±0	11	±3	■
Officers	100	±0	10	±3	■
AIAN	100	±0	7	±7	■
ARNG	100	±0	10	±13	■
USAR	100	±0	5	±4	■
USNR	100	±0	4	±6	■
ANG	100	±0	1	±2	■
USAFR	100	±0	4	±4	■
Enlisted	100	±0	7	±8	■
Officers	100	±0	8	±10	■
ASIAN	100	±0	11	±4	■
ARNG	100	±0	11	±9	■
USAR	100	±0	12	±4	■
USNR	100	±0	11	±11	■
USMCR	100	±0	7	±5	■
ANG	100	±0	6	±3	■
USAFR	100	±0	NR		
Enlisted	100	±0	11	±4	■
Officers	100	±0	11	±5	■
NHPI	100	±0	11	±13	■
ARNG	100	±0	NR		
USAR	100	±0	8	±3	■
USNR	100	±0	5	±10	■
ANG	100	±0	6	±8	■
USAFR	100	±0	5	±6	■
Enlisted	100	±0	12	±14	■
Officers	100	±0	5	±4	■
TWO OR MORE RACES	100	±0	9	±6	■
ARNG	100	±0	13	±15	■
USAR	100	±0	5	±4	■
USNR	100	±0	13	±11	■
USMCR	100	±0	NR		
ANG	100	±0	8	±13	■
USAFR	100	±0	5	±4	■
Enlisted	100	±0	9	±8	■
Officers	100	±0	12	±12	■
USCGR	100	±0	4	±2	■
White	100	±0	2	±2	■
Black	100	±0	7	±11	■
Hispanic	100	±0	11	±9	■
Other Race/Ethnicity	100	±0	5	±7	■
Enlisted	100	±0	4	±2	■
E1 – E4	100	±0	4	±4	■
E5 – E9	100	±0	4	±3	■
Officers	100	±0	2	±3	■

NR: Not reportable

55. Offensive Encounters With Military Personnel, DoD/DHS Civilian Employees and/or Contractors: Constructed from Q53a-j and Q55. Offensive Encounters reflects whether Reserve component members indicated they experienced situations in which other DoD personnel engaged in racially/ethnically insensitive behavior that caused them discomfort or was insulting.

	Percent Responding		Percentages	Max ME	Offensive Encounters - DoD
			Incident Rate		
TOTAL DOD	100	±0	5	±1	
ARNG	100	±0	5	±1	
USAR	100	±0	6	±2	
USNR	100	±0	4	±2	
USMCR	100	±0	5	±3	
ANG	100	±0	3	±2	
USAFR	100	±0	4	±2	
Enlisted	100	±0	5	±1	
E1 – E4	100	±0	5	±1	
E5 – E9	100	±0	5	±1	
Officers	100	±0	3	±1	
O1 – O3	100	±0	4	±1	
O4 – O6	100	±0	3	±1	
Male	100	±0	5	±1	
Female	100	±0	7	±2	
AGR/FTS/AR	100	±0	5	±2	
Other Selected Reserve	100	±0	5	±1	
Reserve Unit	100	±0	5	±1	
Military Technician	100	±0	5	±3	
IMA	100	±0	3	±3	
Not Activated Past 12 Months	100	±0	4	±1	
Activated Past 12 Months	100	±0	7	±2	
Not Deployed Past 12 Months	100	±0	4	±1	
Deployed Past 12 Months	100	±0	8	±2	
Deployed OIF/OEF	100	±0	8	±2	
WHITE	100	±0	2	±1	
ARNG	100	±0	2	±2	
USAR	100	±0	3	±2	
USNR	100	±0	1	±2	
USMCR	100	±0	4	±4	
ANG	100	±0	1	±2	
USAFR	100	±0	2	±3	
Enlisted	100	±0	3	±1	
E1 – E4	100	±0	3	±2	
E5 – E9	100	±0	2	±2	
Officers	100	±0	1	±1	
BLACK	100	±0	12	±2	
ARNG	100	±0	15	±3	
USAR	100	±0	11	±3	
USNR	100	±0	10	±2	
USMCR	100	±0	9	±5	
ANG	100	±0	13	±3	
USAFR	100	±0	12	±2	
Enlisted	100	±0	12	±2	
E1 – E4	100	±0	10	±3	
E5 – E9	100	±0	14	±2	
Officers	100	±0	15	±2	

Note. Percent responding are Reserve component members who answered the questions. Incident rates indicate the percentage of Reserve component members who experienced at least one of the behaviors during the 12 months prior to responding to the survey AND who indicated they considered at least some of the behaviors experienced to be race/ethnic harassment/discrimination. Cronbach's coefficient alpha = 0.91.

55. Continued	Percent Responding		Percentages	Max ME	Offensive Encounters - DoD
			Incident Rate		
HISPANIC	100	±0	9	±2	■
ARNG	100	±0	11	±4	■
USAR	100	±0	8	±4	■
USNR	100	±0	8	±5	■
USMCR	100	±0	8	±6	■
ANG	100	±0	9	±8	■
USAFR	100	±0	6	±4	■
Enlisted	100	±0	9	±3	■
E1 – E4	100	±0	9	±4	■
E5 – E9	100	±0	9	±3	■
Officers	100	±0	9	±3	■
AIAN	100	±0	4	±2	■
ARNG	100	±0	6	±4	■
USAR	100	±0	4	±3	■
USNR	100	±0	4	±6	■
ANG	100	±0	1	±2	■
USAFR	100	±0	4	±4	■
Enlisted	100	±0	4	±2	■
Officers	100	±0	7	±11	■
ASIAN	100	±0	10	±4	■
ARNG	100	±0	11	±9	■
USAR	100	±0	11	±4	■
USNR	100	±0	10	±12	■
USMCR	100	±0	6	±5	■
ANG	100	±0	5	±3	■
USAFR	100	±0	NR		
Enlisted	100	±0	10	±4	■
Officers	100	±0	10	±5	■
NHPI	100	±0	10	±13	■
ARNG	100	±0	NR		
USAR	100	±0	7	±3	■
USNR	100	±0	5	±10	■
ANG	100	±0	5	±7	■
USAFR	100	±0	4	±7	■
Enlisted	100	±0	11	±15	■
Officers	100	±0	4	±4	■
TWO OR MORE RACES	100	±0	9	±7	■
ARNG	100	±0	13	±15	■
USAR	100	±0	4	±3	■
USNR	100	±0	12	±11	■
USMCR	100	±0	NR		
ANG	100	±0	7	±14	■
USAFR	100	±0	3	±3	■
Enlisted	100	±0	8	±8	■
Officers	100	±0	12	±12	■
USCGR	100	±0	3	±2	■
White	100	±0	2	±2	■
Black	100	±0	6	±12	■
Hispanic	100	±0	9	±9	■
Other Race/Ethnicity	100	±0	5	±7	■
Enlisted	100	±0	3	±2	■
E1 – E4	100	±0	4	±4	■
E5 – E9	100	±0	3	±2	■
Officers	100	±0	2	±3	■

NR: Not reportable

55. Harm or Threat of Harm from Military Personnel, DoD/DHS Civilian Employees and/or Contractors: Constructed from Q53k-n and Q55. Threat/Harm can be defined as perceptions of threat, vandalism, and assault stemming from Reserve component members' race/ethnicity and caused by DoD personnel.

	Percent Responding		Percentages	Max ME	Threat/Harm - DoD
			Incident Rate		
TOTAL DOD	100	±0	2	±1	
ARNG	100	±0	2	±1	
USAR	100	±0	2	±1	
USNR	100	±0	1	±1	
USMCR	100	±0	2	±2	
ANG	100	±0	1	±1	
USAFR	100	±0	1	±1	
Enlisted	100	±0	2	±1	
E1 – E4	100	±0	2	±1	
E5 – E9	100	±0	2	±1	
Officers	100	±0	1	±1	
O1 – O3	100	±0	1	±1	
O4 – O6	100	±0	1	±1	
Male	100	±0	2	±1	
Female	100	±0	2	±1	
AGR/FTS/AR	100	±0	2	±1	
Other Selected Reserve	100	±0	2	±1	
Reserve Unit	100	±0	2	±1	
Military Technician	100	±0	2	±2	
IMA	100	±0	1	±3	
Not Activated Past 12 Months	100	±0	1	±1	
Activated Past 12 Months	100	±0	2	±2	
Not Deployed Past 12 Months	100	±0	1	±1	
Deployed Past 12 Months	100	±0	3	±2	
Deployed OIF/OEF	100	±0	3	±2	
WHITE	100	±0	1	±1	
ARNG	100	±0	1	±1	
USAR	100	±0	1	±2	
USNR	100	±0	1	±2	
USMCR	100	±0	2	±3	
ANG	100	±0	0	±2	
USAFR	100	±0	0	±2	
Enlisted	100	±0	1	±1	
E1 – E4	100	±0	1	±1	
E5 – E9	100	±0	1	±1	
Officers	100	±0	0	±1	
BLACK	100	±0	4	±1	
ARNG	100	±0	5	±3	
USAR	100	±0	3	±2	
USNR	100	±0	3	±2	
USMCR	100	±0	4	±4	
ANG	100	±0	3	±2	
USAFR	100	±0	2	±1	
Enlisted	100	±0	4	±2	
E1 – E4	100	±0	3	±2	
E5 – E9	100	±0	4	±2	
Officers	100	±0	3	±1	

Note. Percent responding are Reserve component members who answered the questions. Incident rates indicate the percentage of Reserve component members who experienced at least one of the behaviors during the 12 months prior to responding to the survey AND who indicated they considered at least some of the behaviors experienced to be race/ethnic harassment/discrimination. Cronbach's coefficient alpha = 0.90.

55. Continued	Percent Responding		Percentages	Max ME	Threat/Harm - DoD
			Incident Rate		
HISPANIC	100	±0	3	±2	
ARNG	100	±0	3	±3	
USAR	100	±0	3	±3	
USNR	100	±0	2	±2	
USMCR	100	±0	1	±2	
ANG	100	±0	NR		
USAFR	100	±0	2	±5	
Enlisted	100	±0	3	±2	
E1 – E4	100	±0	3	±3	
E5 – E9	100	±0	3	±2	
Officers	100	±0	3	±2	
AIAN	100	±0	4	±9	
ARNG	100	±0	NR		
USAR	100	±0	1	±2	
USNR	100	±0	0	±2	
ANG	100	±0	0	±1	
USAFR	100	±0	0	±0	
Enlisted	100	±0	4	±10	
Officers	100	±0	NR		
ASIAN	100	±0	4	±3	
ARNG	100	±0	6	±11	
USAR	100	±0	5	±4	
USNR	100	±0	3	±2	
USMCR	100	±0	2	±4	
ANG	100	±0	1	±2	
USAFR	100	±0	1	±1	
Enlisted	100	±0	4	±4	
Officers	100	±0	4	±5	
NHPI	100	±0	2	±2	
ARNG	100	±0	2	±4	
USAR	100	±0	4	±3	
USNR	100	±0	1	±4	
ANG	100	±0	0	±2	
USAFR	100	±0	1	±2	
Enlisted	100	±0	2	±2	
Officers	100	±0	2	±3	
TWO OR MORE RACES	100	±0	5	±6	
ARNG	100	±0	8	±14	
USAR	100	±0	2	±2	
USNR	100	±0	6	±6	
USMCR	100	±0	NR		
ANG	100	±0	1	±2	
USAFR	100	±0	2	±3	
Enlisted	100	±0	5	±7	
Officers	100	±0	1	±2	
USCGR	100	±0	0	±1	
White	100	±0	0	±1	
Black	100	±0	NR		
Hispanic	100	±0	NR		
Other Race/Ethnicity	100	±0	1	±2	
Enlisted	100	±0	0	±1	
E1 – E4	100	±0	0	±0	
E5 – E9	100	±0	0	±2	
Officers	100	±0	0	±1	

NR: Not reportable

55. Assignment/Career Discrimination: Constructed from Q54e, Q54j-n, Q54q, and Q55. Assignment/Career reflects the extent to which Reserve component members believe an aspect of their current military assignment or career progression was hampered because of their race/ethnicity.

	Percent Responding		Percentages	Max ME	Assignment/Career
			Incident Rate		
TOTAL DOD	100	±0	4	±1	
ARNG	100	±0	5	±1	
USAR	100	±0	6	±2	
USNR	100	±0	4	±2	
USMCR	100	±0	3	±2	
ANG	100	±0	3	±2	
USAFR	100	±0	4	±2	
Enlisted	100	±0	5	±1	
E1 – E4	100	±0	4	±1	
E5 – E9	100	±0	5	±1	
Officers	100	±0	3	±1	
O1 – O3	100	±0	4	±1	
O4 – O6	100	±0	3	±1	
Male	100	±0	4	±1	
Female	100	±0	6	±2	
AGR/FTS/AR	100	±0	5	±2	
Other Selected Reserve	100	±0	4	±1	
Reserve Unit	100	±0	5	±1	
Military Technician	100	±0	4	±2	
IMA	100	±0	3	±2	
Not Activated Past 12 Months	100	±0	3	±1	
Activated Past 12 Months	100	±0	7	±2	
Not Deployed Past 12 Months	100	±0	3	±1	
Deployed Past 12 Months	100	±0	8	±2	
Deployed OIF/OEF	100	±0	8	±2	
WHITE	100	±0	2	±1	
ARNG	100	±0	2	±2	
USAR	100	±0	3	±3	
USNR	100	±0	1	±2	
USMCR	100	±0	3	±3	
ANG	100	±0	1	±2	
USAFR	100	±0	2	±3	
Enlisted	100	±0	2	±1	
E1 – E4	100	±0	2	±2	
E5 – E9	100	±0	3	±2	
Officers	100	±0	1	±1	
BLACK	100	±0	12	±2	
ARNG	100	±0	15	±4	
USAR	100	±0	10	±3	
USNR	100	±0	9	±2	
USMCR	100	±0	8	±5	
ANG	100	±0	12	±2	
USAFR	100	±0	11	±2	
Enlisted	100	±0	12	±2	
E1 – E4	100	±0	10	±3	
E5 – E9	100	±0	13	±2	
Officers	100	±0	15	±2	

Note. Percent responding are Reserve component members who answered the questions. Incident rates indicate the percentage of Reserve component members who experienced at least one of the behaviors during the 12 months prior to responding to the survey AND who indicated they considered at least some of the behaviors experienced to be race/ethnic harassment/discrimination. Cronbach's coefficient alpha = 0.85.



55. Continued	Percent Responding		Percentages	Max ME	Assignment/ Career
			Incident Rate		
HISPANIC	100	±0	8	±2	
ARNG	100	±0	9	±4	
USAR	100	±0	7	±3	
USNR	100	±0	8	±6	
USMCR	100	±0	3	±2	
ANG	100	±0	8	±9	
USAFR	100	±0	5	±4	
Enlisted	100	±0	8	±2	
E1 – E4	100	±0	7	±3	
E5 – E9	100	±0	8	±3	
Officers	100	±0	7	±3	
AIAN	100	±0	4	±2	
ARNG	100	±0	5	±4	
USAR	100	±0	3	±3	
USNR	100	±0	3	±6	
ANG	100	±0	1	±2	
USAFR	100	±0	3	±4	
Enlisted	100	±0	3	±2	
Officers	100	±0	7	±11	
ASIAN	100	±0	8	±3	
ARNG	100	±0	6	±3	
USAR	100	±0	9	±4	
USNR	100	±0	10	±12	
USMCR	100	±0	6	±5	
ANG	100	±0	4	±2	
USAFR	100	±0	NR		
Enlisted	100	±0	7	±3	
Officers	100	±0	9	±5	
NHPI	100	±0	9	±14	
ARNG	100	±0	NR		
USAR	100	±0	7	±3	
USNR	100	±0	5	±10	
ANG	100	±0	3	±6	
USAFR	100	±0	4	±7	
Enlisted	100	±0	9	±15	
Officers	100	±0	4	±4	
TWO OR MORE RACES	100	±0	6	±5	
ARNG	100	±0	7	±13	
USAR	100	±0	4	±3	
USNR	100	±0	13	±11	
USMCR	100	±0	NR		
ANG	100	±0	7	±14	
USAFR	100	±0	3	±3	
Enlisted	100	±0	5	±6	
Officers	100	±0	11	±12	
USCGR	100	±0	3	±2	
White	100	±0	2	±2	
Black	100	±0	5	±11	
Hispanic	100	±0	10	±9	
Other Race/Ethnicity	100	±0	5	±7	
Enlisted	100	±0	3	±2	
E1 – E4	100	±0	4	±4	
E5 – E9	100	±0	2	±2	
Officers	100	±0	1	±3	

NR: Not reportable

55. Evaluation Discrimination: Constructed from Q54a-d and Q55. Evaluation reflects Reserve component members' perceptions that race/ethnicity influenced some aspect of their military performance evaluation.

	Percent Responding		Percentages	Max ME	Evaluation
			Incident Rate		
TOTAL DOD	100	±0	4	±1	
ARNG	100	±0	4	±1	
USAR	100	±0	4	±1	
USNR	100	±0	4	±2	
USMCR	100	±0	4	±2	
ANG	100	±0	2	±2	
USAFR	100	±0	4	±2	
Enlisted	100	±0	4	±1	
E1 – E4	100	±0	3	±1	
E5 – E9	100	±0	5	±1	
Officers	100	±0	3	±1	
O1 – O3	100	±0	3	±1	
O4 – O6	100	±0	3	±1	
Male	100	±0	4	±1	
Female	100	±0	5	±2	
AGR/FTS/AR	100	±0	5	±2	
Other Selected Reserve	100	±0	4	±1	
Reserve Unit	100	±0	4	±1	
Military Technician	100	±0	3	±2	
IMA	100	±0	3	±3	
Not Activated Past 12 Months	100	±0	3	±1	
Activated Past 12 Months	100	±0	6	±2	
Not Deployed Past 12 Months	100	±0	3	±1	
Deployed Past 12 Months	100	±0	7	±2	
Deployed OIF/OEF	100	±0	7	±2	
WHITE	100	±0	2	±1	
ARNG	100	±0	2	±1	
USAR	100	±0	2	±2	
USNR	100	±0	2	±3	
USMCR	100	±0	3	±3	
ANG	100	±0	1	±2	
USAFR	100	±0	2	±3	
Enlisted	100	±0	2	±1	
E1 – E4	100	±0	2	±2	
E5 – E9	100	±0	2	±1	
Officers	100	±0	1	±1	
BLACK	100	±0	11	±2	
ARNG	100	±0	14	±3	
USAR	100	±0	9	±3	
USNR	100	±0	9	±2	
USMCR	100	±0	7	±5	
ANG	100	±0	8	±2	
USAFR	100	±0	10	±2	
Enlisted	100	±0	11	±2	
E1 – E4	100	±0	8	±3	
E5 – E9	100	±0	12	±2	
Officers	100	±0	12	±2	

Note. Percent responding are Reserve component members who answered the questions. Incident rates indicate the percentage of Reserve component members who experienced at least one of the behaviors during the 12 months prior to responding to the survey AND who indicated they considered at least some of the behaviors experienced to be race/ethnic harassment/discrimination. Cronbach's coefficient alpha = 0.77.

55. Continued	Percent Responding		Percentages	Max ME	Evaluation
			Incident Rate		
HISPANIC	100	±0	7	±2	
ARNG	100	±0	8	±4	
USAR	100	±0	7	±3	
USNR	100	±0	5	±5	
USMCR	100	±0	5	±5	
ANG	100	±0	6	±9	
USAFR	100	±0	4	±4	
Enlisted	100	±0	7	±2	
E1 – E4	100	±0	6	±3	
E5 – E9	100	±0	7	±3	
Officers	100	±0	7	±3	
AIAN	100	±0	6	±7	
ARNG	100	±0	9	±14	
USAR	100	±0	3	±3	
USNR	100	±0	4	±6	
ANG	100	±0	1	±2	
USAFR	100	±0	4	±4	
Enlisted	100	±0	6	±8	
Officers	100	±0	7	±10	
ASIAN	100	±0	7	±3	
ARNG	100	±0	5	±3	
USAR	100	±0	8	±4	
USNR	100	±0	9	±12	
USMCR	100	±0	6	±5	
ANG	100	±0	4	±2	
USAFR	100	±0	NR		
Enlisted	100	±0	7	±3	
Officers	100	±0	8	±5	
NHPI	100	±0	8	±14	
ARNG	100	±0	NR		
USAR	100	±0	7	±3	
USNR	100	±0	3	±9	
ANG	100	±0	3	±6	
USAFR	100	±0	5	±7	
Enlisted	100	±0	NR		
Officers	100	±0	4	±4	
TWO OR MORE RACES	100	±0	4	±3	
ARNG	100	±0	3	±7	
USAR	100	±0	4	±3	
USNR	100	±0	12	±11	
USMCR	100	±0	NR		
ANG	100	±0	NR		
USAFR	100	±0	2	±3	
Enlisted	100	±0	3	±3	
Officers	100	±0	11	±12	
USCGR	100	±0	2	±2	
White	100	±0	1	±2	
Black	100	±0	4	±8	
Hispanic	100	±0	11	±9	
Other Race/Ethnicity	100	±0	2	±3	
Enlisted	100	±0	2	±2	
E1 – E4	100	±0	2	±3	
E5 – E9	100	±0	2	±2	
Officers	100	±0	2	±3	

NR: Not reportable

55. Training/Test Scores Discrimination: Constructed from Q54f-i and Q55. Training/Test Scores reflects the extent to which Reserve component members believed their race/ethnicity influenced the availability of military training and the assignment of military training scores/grades.

	Percent Responding		Percentages	Max ME	Training/Test Scores
			Incident Rate		
TOTAL DOD	100	±0	2	±1	
ARNG	100	±0	3	±1	
USAR	100	±0	3	±1	
USNR	100	±0	2	±2	
USMCR	100	±0	2	±2	
ANG	100	±0	1	±1	
USAFR	100	±0	2	±2	
Enlisted	100	±0	3	±1	
E1 – E4	100	±0	2	±1	
E5 – E9	100	±0	3	±1	
Officers	100	±0	1	±1	
O1 – O3	100	±0	2	±1	
O4 – O6	100	±0	1	±1	
Male	100	±0	2	±1	
Female	100	±0	3	±1	
AGR/FTS/AR	100	±0	3	±1	
Other Selected Reserve	100	±0	2	±1	
Reserve Unit	100	±0	3	±1	
Military Technician	100	±0	3	±2	
IMA	100	±0	1	±1	
Not Activated Past 12 Months	100	±0	2	±1	
Activated Past 12 Months	100	±0	4	±2	
Not Deployed Past 12 Months	100	±0	2	±1	
Deployed Past 12 Months	100	±0	4	±2	
Deployed OIF/OEF	100	±0	4	±2	
WHITE	100	±0	1	±1	
ARNG	100	±0	1	±1	
USAR	100	±0	1	±2	
USNR	100	±0	0	±1	
USMCR	100	±0	2	±3	
ANG	100	±0	0	±2	
USAFR	100	±0	1	±3	
Enlisted	100	±0	1	±1	
E1 – E4	100	±0	1	±1	
E5 – E9	100	±0	1	±1	
Officers	100	±0	0	±1	
BLACK	100	±0	7	±2	
ARNG	100	±0	10	±3	
USAR	100	±0	5	±2	
USNR	100	±0	6	±2	
USMCR	100	±0	3	±4	
ANG	100	±0	4	±2	
USAFR	100	±0	5	±2	
Enlisted	100	±0	7	±2	
E1 – E4	100	±0	6	±3	
E5 – E9	100	±0	7	±2	
Officers	100	±0	6	±2	

Note. Percent responding are Reserve component members who answered the questions. Incident rates indicate the percentage of Reserve component members who experienced at least one of the behaviors during the 12 months prior to responding to the survey AND who indicated they considered at least some of the behaviors experienced to be race/ethnic harassment/discrimination. Cronbach's coefficient alpha = 0.78.

55. Continued	Percent Responding		Percentages	Max ME	Training/Test Scores
			Incident Rate		
HISPANIC	100	±0	5	±2	
ARNG	100	±0	7	±4	
USAR	100	±0	5	±3	
USNR	100	±0	7	±7	
USMCR	100	±0	2	±2	
ANG	100	±0	2	±2	
USAFR	100	±0	2	±2	
Enlisted	100	±0	5	±2	
E1 – E4	100	±0	6	±4	
E5 – E9	100	±0	5	±3	
Officers	100	±0	4	±2	
AIAN	100	±0	2	±2	
ARNG	100	±0	3	±4	
USAR	100	±0	3	±3	
USNR	100	±0	2	±6	
ANG	100	±0	0	±1	
USAFR	100	±0	3	±4	
Enlisted	100	±0	2	±2	
Officers	100	±0	5	±12	
ASIAN	100	±0	5	±3	
ARNG	100	±0	4	±3	
USAR	100	±0	6	±4	
USNR	100	±0	7	±14	
USMCR	100	±0	4	±5	
ANG	100	±0	2	±2	
USAFR	100	±0	NR		
Enlisted	100	±0	5	±3	
Officers	100	±0	7	±5	
NHPI	100	±0	NR		
ARNG	100	±0	NR		
USAR	100	±0	5	±3	
USNR	100	±0	3	±7	
ANG	100	±0	2	±7	
USAFR	100	±0	4	±7	
Enlisted	100	±0	NR		
Officers	100	±0	3	±4	
TWO OR MORE RACES	100	±0	3	±3	
ARNG	100	±0	3	±6	
USAR	100	±0	2	±3	
USNR	100	±0	9	±12	
USMCR	100	±0	1	±5	
ANG	100	±0	1	±2	
USAFR	100	±0	2	±2	
Enlisted	100	±0	3	±3	
Officers	100	±0	4	±6	
USCGR	100	±0	1	±2	
White	100	±0	1	±2	
Black	100	±0	1	±3	
Hispanic	100	±0	6	±8	
Other Race/Ethnicity	100	±0	1	±2	
Enlisted	100	±0	1	±2	
E1 – E4	100	±0	1	±4	
E5 – E9	100	±0	1	±2	
Officers	100	±0	1	±3	

NR: Not reportable

55. Undue Punishment: Constructed from Q54o-p and Q55. Undue punishment reflects Reserve component members' perceptions that race/ethnicity influenced whether and how they were punished by the military.

	Percent Responding		Percentages	Max ME	Undue Punishment
			Incident Rate		
TOTAL DOD	100	±0	2	±1	
ARNG	100	±0	2	±1	
USAR	100	±0	2	±1	
USNR	100	±0	1	±1	
USMCR	100	±0	2	±2	
ANG	100	±0	1	±1	
USAFR	100	±0	2	±2	
Enlisted	100	±0	2	±1	
E1 – E4	100	±0	2	±1	
E5 – E9	100	±0	2	±1	
Officers	100	±0	1	±1	
O1 – O3	100	±0	1	±1	
O4 – O6	100	±0	1	±1	
Male	100	±0	2	±1	
Female	100	±0	2	±1	
AGR/FTS/AR	100	±0	2	±1	
Other Selected Reserve	100	±0	2	±1	
Reserve Unit	100	±0	2	±1	
Military Technician	100	±0	2	±2	
IMA	100	±0	1	±3	
Not Activated Past 12 Months	100	±0	1	±1	
Activated Past 12 Months	100	±0	3	±2	
Not Deployed Past 12 Months	100	±0	1	±1	
Deployed Past 12 Months	100	±0	4	±2	
Deployed OIF/OEF	100	±0	4	±2	
WHITE	100	±0	1	±1	
ARNG	100	±0	1	±1	
USAR	100	±0	1	±2	
USNR	100	±0	0	±1	
USMCR	100	±0	2	±3	
ANG	100	±0	0	±2	
USAFR	100	±0	1	±2	
Enlisted	100	±0	1	±1	
E1 – E4	100	±0	1	±1	
E5 – E9	100	±0	1	±1	
Officers	100	±0	0	±1	
BLACK	100	±0	5	±1	
ARNG	100	±0	6	±3	
USAR	100	±0	4	±2	
USNR	100	±0	3	±2	
USMCR	100	±0	1	±3	
ANG	100	±0	4	±2	
USAFR	100	±0	4	±2	
Enlisted	100	±0	5	±2	
E1 – E4	100	±0	5	±3	
E5 – E9	100	±0	5	±2	
Officers	100	±0	3	±1	

Note. Percent responding are Reserve component members who answered the questions. Incident rates indicate the percentage of Reserve component members who experienced at least one of the behaviors during the 12 months prior to responding to the survey AND who indicated they considered at least some of the behaviors experienced to be race/ethnic harassment/discrimination. Cronbach's coefficient alpha = 0.67.

55. Continued	Percent Responding		Percentages	Max ME	Undue Punishment
			Incident Rate		
HISPANIC	100	±0	3	±2	
ARNG	100	±0	4	±4	
USAR	100	±0	3	±3	
USNR	100	±0	1	±2	
USMCR	100	±0	1	±2	
ANG	100	±0	5	±11	
USAFR	100	±0	1	±1	
Enlisted	100	±0	3	±2	
E1 – E4	100	±0	3	±3	
E5 – E9	100	±0	3	±3	
Officers	100	±0	3	±2	
AIAN	100	±0	2	±2	
ARNG	100	±0	2	±3	
USAR	100	±0	2	±2	
USNR	100	±0	2	±6	
ANG	100	±0	0	±1	
USAFR	100	±0	1	±2	
Enlisted	100	±0	2	±1	
Officers	100	±0	NR		
ASIAN	100	±0	3	±2	
ARNG	100	±0	3	±2	
USAR	100	±0	3	±3	
USNR	100	±0	2	±2	
USMCR	100	±0	1	±4	
ANG	100	±0	2	±2	
USAFR	100	±0	NR		
Enlisted	100	±0	3	±3	
Officers	100	±0	4	±4	
NHPI	100	±0	3	±2	
ARNG	100	±0	1	±4	
USAR	100	±0	4	±3	
USNR	100	±0	3	±7	
ANG	100	±0	4	±8	
USAFR	100	±0	2	±2	
Enlisted	100	±0	3	±2	
Officers	100	±0	1	±2	
TWO OR MORE RACES	100	±0	3	±3	
ARNG	100	±0	2	±7	
USAR	100	±0	2	±2	
USNR	100	±0	9	±12	
USMCR	100	±0	NR		
ANG	100	±0	NR		
USAFR	100	±0	1	±3	
Enlisted	100	±0	2	±3	
Officers	100	±0	8	±15	
USCGR	100	±0	0	±1	
White	100	±0	0	±1	
Black	100	±0	NR		
Hispanic	100	±0	2	±5	
Other Race/Ethnicity	100	±0	1	±2	
Enlisted	100	±0	0	±1	
E1 – E4	100	±0	0	±3	
E5 – E9	100	±0	1	±2	
Officers	100	±0	1	±2	






































NR: Not reportable

**56. Do you think that DoD/DHS and your National Guard/Reserve component have a responsibility to prevent the racial/ethnic harassment or discrimination which you marked as happening to you?**

1. Yes, all of it

2. Yes, some of it

3. No

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes		
			1	2	3				
<b>TOTAL DOD</b>	6	±1	47	43	10	±5	90.0	±4.0	
ARNG	6	±1	44	44	12	±8	88.0	±7.0	
USAR	7	±2	53	41	6	±9	94.0	±5.0	
USNR	5	±2	41	42	17	±18	83.0	±18.0	
USMCR	6	±2	NR	NR	NR		NR		
ANG	3	±2	45	NR	9	±15	91.0	±13.0	
USAFR	5	±2	56	38	6	±13	94.0	±4.0	
Enlisted	6	±1	47	43	10	±6	90.0	±4.0	
E1 – E4	5	±1	41	46	12	±9	88.0	±8.0	
E5 – E9	7	±1	51	41	9	±7	91.0	±5.0	
Officers	4	±1	44	45	11	±6	89.0	±5.0	
O1 – O3	5	±1	44	42	15	±9	85.0	±9.0	
O4 – O6	3	±1	48	45	6	±9	94.0	±7.0	
Male	5	±1	48	41	11	±6	89.0	±5.0	
Female	8	±2	43	50	6	±9	94.0	±6.0	
AGR/FTS/AR	6	±2	45	39	16	±13	84.0	±13.0	
Other Selected Reserve	6	±1	47	43	10	±6	90.0	±4.0	
Reserve Unit	6	±1	47	44	10	±6	90.0	±4.0	
Military Technician	6	±2	NR	NR	NR		NR		
IMA	4	±2	NR	NR	5	±6	95.0	±6.0	
Not Activated Past 12 Months	4	±1	55	34	11	±7	89.0	±5.0	
Activated Past 12 Months	8	±2	41	46	12	±10	88.0	±9.0	
Not Deployed Past 12 Months	5	±1	50	40	10	±6	90.0	±5.0	
Deployed Past 12 Months	9	±2	42	47	11	±8	89.0	±6.0	
Deployed OIF/OEF	10	±2	42	51	8	±10	92.0	±6.0	
<b>WHITE</b>	3	±1	38	45	16	±12	84.0	±10.0	
ARNG	3	±1	NR	NR	NR		NR		
USAR	4	±2	NR	NR	NR		NR		
USNR	2	±2	NR	NR	NR		NR		
USMCR	4	±3	NR	NR	NR		NR		
ANG	1	±2	NR	NR	NR		NR		
USAFR	2	±2	NR	NR	NR		NR		
Enlisted	3	±1	39	45	16	±13	84.0	±11.0	
E1 – E4	3	±2	NR	NR	NR		NR		
E5 – E9	3	±2	NR	NR	13	±14	87.0	±14.0	
Officers	1	±1	25	NR	25	±16	75.0	±16.0	
<b>BLACK</b>	15	±2	51	41	7	±6	93.0	±4.0	
ARNG	17	±3	48	43	10	±10	90.0	±8.0	
USAR	13	±3	56	39	5	±10	95.0	±7.0	
USNR	11	±2	50	46	4	±9	96.0	±5.0	
USMCR	11	±5	23	NR	NR	±17	NR		
ANG	15	±3	58	40	2	±10	98.0	±4.0	
USAFR	14	±2	52	39	8	±8	92.0	±5.0	
Enlisted	14	±2	51	41	8	±6	92.0	±5.0	
E1 – E4	11	±3	45	45	10	±13	90.0	±11.0	
E5 – E9	16	±2	54	39	6	±7	94.0	±5.0	
Officers	18	±2	50	44	6	±6	94.0	±4.0	

Note. Percent responding are Reserve component members who answered the question, who had experienced racial/ethnic-related behaviors (Q53/Q54), and who considered the behaviors to be racial/ethnic harassment and/or discrimination (Q55).

NR: Not reportable



56. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes		
			1	2	3				
HISPANIC	10	±2	48	46	7	±10	93.0	±5.0	
ARNG	12	±4	NR	42	7	±16	93.0	±10.0	
USAR	10	±4	NR	NR	7	±12	93.0	±12.0	
USNR	10	±5	NR	NR	4	±10	96.0	±10.0	
USMCR	8	±5	NR	NR	NR		NR		
ANG	10	±6	NR	NR	8	±13	92.0	±13.0	
USAFR	7	±3	NR	NR	5	±7	95.0	±7.0	
Enlisted	10	±2	48	46	6	±11	94.0	±6.0	
E1 – E4	10	±3	NR	NR	6	±10	94.0	±10.0	
E5 – E9	11	±3	50	44	7	±13	93.0	±8.0	
Officers	10	±3	43	49	8	±12	92.0	±7.0	
AIAN	7	±5	NR	NR	3	±5	97.0	±5.0	
ARNG	10	±9	NR	NR	2	±5	98.0	±5.0	
USAR	5	±3	35	NR	10	±16	90.0	±16.0	
USNR	4	±4	NR	NR	NR		NR		
ANG	1	±2	NR	NR	NR		NR		
USAFR	4	±3	NR	NR	NR		NR		
Enlisted	7	±6	NR	NR	3	±6	97.0	±6.0	
Officers	8	±7	NR	NR	NR		NR		
ASIAN	11	±3	52	40	8	±14	92.0	±5.0	
ARNG	11	±7	NR	NR	12	±15	88.0	±15.0	
USAR	12	±4	57	37	6	±13	94.0	±8.0	
USNR	11	±8	NR	NR	NR		NR		
USMCR	7	±4	NR	NR	NR		NR		
ANG	6	±2	NR	NR	4	±8	96.0	±8.0	
USAFR	11	±12	NR	NR	2	±8	98.0	±8.0	
Enlisted	10	±4	NR	41	9	±16	91.0	±6.0	
Officers	11	±4	NR	35	5	±17	95.0	±11.0	
NHPI	11	±9	NR	NR	3	±7	97.0	±7.0	
ARNG	17	±22	NR	NR	NR		NR		
USAR	8	±3	37	49	13	±16	87.0	±13.0	
USNR	5	±6	NR	NR	NR		NR		
ANG	5	±5	NR	NR	NR		NR		
USAFR	5	±5	NR	NR	NR		NR		
Enlisted	11	±10	NR	NR	3	±7	97.0	±7.0	
Officers	4	±3	NR	NR	NR		NR		
TWO OR MORE RACES	9	±5	NR	NR	NR		NR		
ARNG	13	±11	NR	NR	NR		NR		
USAR	5	±3	NR	NR	5	±8	95.0	±8.0	
USNR	13	±9	NR	NR	NR		NR		
USMCR	4	±7	NR	NR	NR		NR		
ANG	8	±9	NR	NR	NR		NR		
USAFR	5	±3	NR	NR	NR		NR		
Enlisted	9	±6	NR	NR	NR		NR		
Officers	12	±9	NR	NR	2	±5	98.0	±5.0	
USCGR	4	±2	66	26	8	±18	92.0	±14.0	
White	2	±2	NR	NR	NR		NR		
Black	7	±7	NR	NR	NR		NR		
Hispanic	11	±7	NR	NR	NR		NR		
Other Race/Ethnicity	5	±5	NR	NR	NR		NR		
Enlisted	4	±2	NR	NR	NR		NR		
E1 – E4	4	±3	NR	NR	NR		NR		
E5 – E9	4	±2	NR	NR	NR		NR		
Officers	2	±2	NR	NR	NR		NR		

NR: Not reportable

**57. What behavior(s) did you experience during the situation that bothered you most?**

- a. Offensive race/ethnic-related speech, pictures/printed material, non-verbal looks, or dress
- b. Race/ethnic-related threats, intimidation, vandalism, or physical assault
- c. Racial/ethnic discrimination in assignments, daily tasks, availability of mentorship, access to information about career opportunities or promotion potential
- d. Race/ethnic-motivated negative evaluations, differences in performance standards, and distribution of awards/decorations
- e. Nonjudicial punishment, or additional punishment(s) because of your race/ethnicity
- f. Unfair training scores, and/or lack of access to schools/training because of your race/ethnicity
- g. Other ways in which you have been bothered/hurt because of your race/ethnicity

	Percent Responding		Percentages							Max ME
			a	b	c	d	e	f	g	
TOTAL DOD	49	±2	12	3	9	8	3	4	6	±2
ARNG	52	±3	14	4	11	9	3	5	6	±3
USAR	54	±3	10	3	9	8	3	3	6	±3
USNR	48	±4	10	2	8	8	2	5	5	±4
USMCR	48	±5	15	2	5	5	3	4	3	±6
ANG	38	±4	9	2	7	6	2	2	3	±4
USAFR	41	±4	10	1	8	6	2	3	5	±5
Enlisted	50	±2	12	3	10	8	3	5	6	±2
E1 – E4	49	±3	13	4	10	8	4	5	6	±3
E5 – E9	51	±2	11	3	10	9	2	4	6	±2
Officers	43	±2	12	1	7	6	2	2	4	±2
O1 – O3	46	±3	13	2	8	6	2	3	6	±4
O4 – O6	40	±3	10	1	7	6	2	1	4	±3
Male	49	±2	12	3	9	8	3	4	5	±2
Female	52	±3	12	2	12	9	3	5	6	±3
AGR/FTS/AR	55	±4	10	3	8	7	3	3	5	±3
Other Selected Reserve	49	±2	12	3	10	8	3	4	6	±2
Reserve Unit	49	±2	12	3	10	8	3	4	6	±2
Military Technician	45	±5	12	2	10	9	3	3	4	±5
IMA	38	±5	13	1	6	6	1	2	5	±8
Not Activated Past 12 Months	46	±2	11	2	7	6	2	4	5	±2
Activated Past 12 Months	54	±4	13	4	13	10	4	6	6	±4
Not Deployed Past 12 Months	46	±2	11	2	7	6	2	4	5	±2
Deployed Past 12 Months	58	±3	14	5	14	12	5	5	8	±3
Deployed OIF/OEF	58	±4	15	5	15	13	5	5	6	±4
WHITE	45	±2	10	2	5	5	1	2	3	±2
ARNG	49	±3	11	3	6	5	2	3	3	±3
USAR	51	±5	8	2	5	5	1	2	4	±4
USNR	42	±5	9	2	3	4	1	2	2	±6
USMCR	42	±6	13	2	4	4	3	3	2	±8
ANG	35	±5	8	1	4	4	1	1	2	±6
USAFR	34	±5	10	1	4	3	1	1	2	±8
Enlisted	46	±3	10	2	6	5	2	3	3	±3
E1 – E4	46	±4	12	3	7	5	3	4	4	±4
E5 – E9	47	±3	9	2	5	5	1	2	2	±3
Officers	39	±3	10	1	2	2	0	1	2	±3
BLACK	61	±3	14	4	20	16	7	9	11	±3
ARNG	64	±4	18	5	24	21	9	13	12	±5
USAR	60	±4	12	5	18	14	6	5	11	±4
USNR	61	±4	10	3	14	14	3	8	8	±3
USMCR	63	±8	11	5	11	10	4	7	7	±7
ANG	56	±4	12	2	20	13	4	6	11	±4
USAFR	54	±3	9	2	18	12	5	7	11	±3
Enlisted	61	±3	14	5	20	16	7	9	11	±3
E1 – E4	56	±5	15	4	19	16	8	9	11	±5
E5 – E9	64	±3	13	5	20	17	6	9	11	±3
Officers	60	±3	14	3	24	16	4	6	11	±3

Note. Percent responding are Reserve component members who answered the question and who experienced racial/ethnic-related behaviors (Q53/Q54).

57. Continued	Percent Responding		Percentages							Max ME
			a	b	c	d	e	f	g	
HISPANIC	57	±3	16	3	15	11	4	7	10	±4
ARNG	59	±6	21	5	19	15	6	9	16	±8
USAR	58	±6	12	3	13	10	4	7	7	±5
USNR	57	±8	10	2	15	11	2	10	7	±11
USMCR	55	±8	24	2	7	4	1	3	2	±13
ANG	52	±8	8	2	15	NR	2	3	4	±14
USAFR	55	±9	13	1	8	4	1	5	12	±12
Enlisted	57	±4	16	3	15	12	4	8	10	±4
E1 – E4	56	±6	18	4	15	11	7	9	9	±7
E5 – E9	58	±4	14	2	16	12	2	7	12	±6
Officers	55	±5	17	4	12	9	3	6	10	±5
AIAN	46	±11	10	1	7	5	3	2	5	±5
ARNG	50	±16	10	2	9	5	4	2	5	±9
USAR	45	±23	10	1	7	5	3	3	8	±10
USNR	34	±17	16	NR	3	8	1	1	9	±14
ANG	38	±30	5	0	2	1	0	0	2	±10
USAFR	40	±15	16	2	8	5	2	6	6	±13
Enlisted	46	±12	9	1	7	4	3	2	4	±5
Officers	49	±14	22	0	NR	NR	1	1	NR	±17
ASIAN	59	±5	16	5	13	13	5	7	7	±6
ARNG	63	±10	21	NR	16	14	4	6	7	±14
USAR	61	±8	14	5	11	11	5	5	8	±5
USNR	56	±9	NR	3	NR	NR	2	NR	7	±6
USMCR	68	±10	13	2	7	7	NR	NR	5	±9
ANG	44	±5	10	4	10	9	4	4	7	±5
USAFR	53	±14	8	1	8	NR	NR	5	6	±10
Enlisted	60	±6	16	5	12	13	5	7	6	±7
Officers	51	±5	17	4	16	12	5	8	14	±9
NHPI	52	±11	NR	3	10	NR	4	4	5	±7
ARNG	54	±24	NR	2	NR	NR	4	3	3	±8
USAR	56	±7	9	6	11	10	5	6	7	±5
USNR	65	±27	NR	NR	NR	NR	NR	NR	1	±7
ANG	41	±19	4	3	8	5	NR	6	4	±14
USAFR	47	±11	11	3	11	9	2	NR	8	±13
Enlisted	52	±12	NR	3	11	NR	4	5	5	±8
Officers	50	±18	9	1	8	5	1	2	5	±10
TWO OR MORE RACES	55	±9	12	3	12	8	4	4	4	±9
ARNG	57	±16	13	NR	NR	8	NR	6	NR	±13
USAR	66	±19	5	1	5	5	1	2	1	±7
USNR	50	±16	22	8	23	23	9	11	15	±16
USMCR	75	±18	NR	2	2	2	2	2	NR	±7
ANG	37	±16	NR	1	NR	NR	NR	1	4	±5
USAFR	47	±18	14	2	9	7	2	5	3	±15
Enlisted	54	±10	10	4	10	6	3	4	4	±10
Officers	57	±11	NR	1	NR	NR	NR	5	3	±9
USCGR	43	±4	12	1	6	4	2	3	3	±4
White	40	±5	9	2	4	3	1	2	2	±5
Black	50	±15	NR	NR	NR	2	NR	NR	NR	±5
Hispanic	64	±11	23	NR	17	14	5	8	7	±13
Other Race/Ethnicity	46	±9	8	1	3	3	2	1	NR	±6
Enlisted	42	±5	12	2	6	5	2	3	4	±5
E1 – E4	44	±8	12	NR	7	4	0	3	3	±9
E5 – E9	41	±5	13	1	5	5	3	3	4	±6
Officers	47	±7	9	0	6	3	1	4	2	±7

NR: Not reportable

## 58. To what extent was this situation...

## a. Annoying?

1. Not at all  
4. Large extent2. Small extent  
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL DOD	48	±2	58	13	12	9	8	±2	2.0	±0.1	
ARNG	51	±3	58	12	14	9	8	±4	2.0	±0.1	
USAR	52	±3	57	13	11	10	8	±4	2.0	±0.1	
USNR	46	±4	60	13	11	7	8	±5	1.9	±0.2	
USMCR	46	±5	59	13	13	6	8	±7	1.9	±0.2	
ANG	37	±4	60	13	9	11	7	±6	1.9	±0.2	
USAFR	39	±4	56	14	11	10	9	±6	2.0	±0.2	
Enlisted	49	±2	58	12	12	9	8	±3	2.0	±0.1	
E1 – E4	47	±3	57	12	14	9	8	±4	2.0	±0.1	
E5 – E9	50	±2	59	13	11	10	8	±3	2.0	±0.1	
Officers	41	±2	58	15	12	8	7	±3	1.9	±0.1	
O1 – O3	44	±3	55	15	14	8	8	±4	2.0	±0.1	
O4 – O6	38	±3	61	14	10	8	7	±4	1.9	±0.1	
Male	47	±2	59	12	12	9	8	±3	1.9	±0.1	
Female	50	±3	52	15	12	11	10	±4	2.1	±0.1	
AGR/FTS/AR	54	±4	61	12	9	8	10	±5	1.9	±0.2	
Other Selected Reserve	47	±2	58	13	13	9	8	±2	2.0	±0.1	
Reserve Unit	47	±2	58	13	13	9	8	±3	2.0	±0.1	
Military Technician	43	±5	58	13	10	13	6	±8	2.0	±0.2	
IMA	36	±5	56	16	10	9	9	±9	2.0	±0.3	
Not Activated Past 12 Months	44	±2	61	12	12	8	7	±3	1.9	±0.1	
Activated Past 12 Months	52	±4	51	13	13	11	11	±5	2.2	±0.2	
Not Deployed Past 12 Months	45	±2	61	12	12	8	7	±3	1.9	±0.1	
Deployed Past 12 Months	56	±3	51	14	13	13	10	±4	2.2	±0.2	
Deployed OIF/OEF	57	±4	50	13	13	14	9	±5	2.2	±0.2	
WHITE	43	±2	62	11	11	9	7	±3	1.9	±0.1	
ARNG	47	±3	63	10	13	8	6	±5	1.8	±0.2	
USAR	49	±5	61	11	9	11	7	±7	1.9	±0.2	
USNR	40	±5	62	12	11	6	9	±8	1.9	±0.3	
USMCR	41	±6	63	11	13	4	9	±10	1.8	±0.3	
ANG	33	±5	63	12	8	10	7	±9	1.9	±0.3	
USAFR	33	±5	60	13	9	10	9	±10	1.9	±0.3	
Enlisted	45	±3	62	11	11	9	7	±4	1.9	±0.1	
E1 – E4	43	±4	61	11	13	8	7	±5	1.9	±0.2	
E5 – E9	46	±3	63	10	10	10	7	±5	1.9	±0.2	
Officers	37	±3	63	13	11	7	6	±4	1.8	±0.1	
BLACK	59	±3	48	15	14	11	11	±3	2.2	±0.1	
ARNG	62	±4	47	15	14	12	12	±6	2.3	±0.2	
USAR	58	±4	49	15	13	11	11	±6	2.2	±0.2	
USNR	59	±4	53	13	15	10	9	±5	2.1	±0.2	
USMCR	61	±8	49	21	15	9	7	±13	2.0	±0.3	
ANG	55	±4	48	13	17	12	9	±4	2.2	±0.2	
USAFR	52	±3	48	14	16	11	12	±4	2.2	±0.2	
Enlisted	59	±3	49	14	15	11	11	±4	2.2	±0.1	
E1 – E4	54	±5	46	14	16	12	12	±6	2.3	±0.2	
E5 – E9	62	±3	50	14	14	10	11	±4	2.2	±0.1	
Officers	58	±3	43	19	13	14	11	±4	2.3	±0.1	

Note. Percent responding are Reserve component members who answered the question and who experienced racial/ethnic-related behaviors (Q53/Q54).

2007 Workplace and Equal Opportunity Survey of Reserve Component Members

58a. Continued	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
HISPANIC	55	±3	54	16	13	9	8	±5	2.0	±0.2	
ARNG	57	±6	45	20	16	12	8	±8	2.2	±0.3	
USAR	56	±6	58	15	11	7	10	±7	2.0	±0.2	
USNR	56	±8	68	12	7	9	4	±8	1.7	±0.2	
USMCR	53	±8	58	15	15	4	8	±12	1.9	±0.3	
ANG	50	±8	56	15	10	NR	7	±12	2.0	±0.4	
USAFR	54	±9	57	14	14	7	8	±16	2.0	±0.3	
Enlisted	55	±4	53	16	13	9	8	±5	2.0	±0.2	
E1 – E4	54	±6	53	14	14	12	8	±7	2.1	±0.2	
E5 – E9	57	±4	54	19	12	8	7	±6	2.0	±0.2	
Officers	54	±5	57	17	11	9	7	±6	1.9	±0.2	
AIAN	45	±11	66	16	7	5	5	±13	1.7	±0.2	
ARNG	48	±16	NR	NR	7	5	5	±5	1.7	±0.3	
USAR	45	±23	NR	10	7	7	6	±12	1.7	±0.5	
USNR	33	±17	52	26	8	4	10	±17	1.9	±0.3	
ANG	37	±30	NR	7	9	3	5	±15	1.5	±0.6	
USAFR	39	±14	58	19	15	3	5	±14	1.8	±0.3	
Enlisted	44	±12	68	16	6	5	4	±15	1.6	±0.2	
Officers	49	±14	46	16	16	10	NR	±15	2.3	±0.5	
ASIAN	57	±5	49	19	14	8	10	±7	2.1	±0.2	
ARNG	62	±10	52	13	16	6	NR	±13	2.1	±0.5	
USAR	55	±8	46	23	13	10	9	±8	2.1	±0.2	
USNR	54	±9	49	26	NR	5	3	±13	1.9	±0.3	
USMCR	68	±10	NR	14	NR	NR	NR	±9	2.6	±0.7	
ANG	43	±5	59	17	10	6	8	±7	1.9	±0.2	
USAFR	52	±14	NR	NR	5	6	NR	±10	NR		
Enlisted	58	±6	51	18	14	8	11	±8	2.1	±0.3	
Officers	50	±5	41	25	15	10	8	±9	2.2	±0.3	
NHPI	51	±11	60	15	8	NR	4	±16	1.8	±0.5	
ARNG	53	±24	NR	NR	5	NR	1	±8	NR		
USAR	54	±7	63	15	12	4	6	±8	1.8	±0.2	
USNR	63	±28	NR	NR	NR	NR	NR		1.2	±0.4	
ANG	40	±19	69	16	6	4	5	±17	1.6	±0.3	
USAFR	47	±11	62	19	7	6	6	±16	1.7	±0.3	
Enlisted	51	±12	NR	16	8	NR	3	±10	1.9	±0.5	
Officers	50	±18	NR	8	7	9	6	±10	1.7	±0.5	
TWO OR MORE RACES	54	±9	47	7	22	12	12	±13	2.4	±0.4	
ARNG	56	±16	NR	4	NR	NR	NR	±7	2.4	±0.7	
USAR	66	±19	NR	7	NR	NR	5	±10	2.3	±0.5	
USNR	48	±15	36	17	17	8	22	±17	2.6	±0.5	
USMCR	75	±18	NR	NR	2	NR	3	±9	NR		
ANG	35	±15	NR	12	16	NR	10	±13	2.3	±0.6	
USAFR	45	±18	NR	5	14	NR	10	±16	2.4	±0.8	
Enlisted	54	±10	47	6	24	12	11	±15	2.3	±0.4	
Officers	54	±11	44	13	11	NR	16	±15	2.5	±0.5	
USCGR	41	±4	60	13	11	9	7	±6	1.9	±0.2	
White	38	±5	61	12	12	9	5	±8	1.9	±0.2	
Black	46	±14	NR	NR	NR	NR	NR		2.4	±0.7	
Hispanic	59	±11	54	15	12	9	10	±14	2.1	±0.4	
Other Race/Ethnicity	45	±9	66	16	7	4	NR	±13	1.7	±0.4	
Enlisted	40	±5	59	12	13	9	6	±7	1.9	±0.2	
E1 – E4	42	±8	57	8	17	9	9	±12	2.1	±0.4	
E5 – E9	39	±5	62	15	9	9	4	±8	1.8	±0.2	
Officers	45	±7	62	16	5	11	7	±10	1.9	±0.3	

NR: Not reportable

## 58. To what extent was this situation...

## b. Offensive?

1. Not at all  
4. Large extent

2. Small extent  
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL DOD	47	±2	67	12	9	6	5	±2	1.7	±0.1	■
ARNG	50	±3	66	12	10	7	5	±3	1.7	±0.1	■
USAR	52	±3	67	11	9	6	7	±4	1.7	±0.1	■
USNR	45	±4	70	10	9	5	5	±5	1.6	±0.2	■
USMCR	46	±5	69	13	10	3	4	±7	1.6	±0.2	■
ANG	36	±4	70	15	8	3	4	±6	1.6	±0.2	■
USAFR	39	±4	66	15	6	7	6	±6	1.7	±0.2	■
Enlisted	48	±2	67	12	10	6	5	±3	1.7	±0.1	■
E1 – E4	47	±3	66	12	10	6	5	±4	1.7	±0.1	■
E5 – E9	50	±2	68	11	9	7	5	±3	1.7	±0.1	■
Officers	41	±2	69	14	8	5	4	±3	1.6	±0.1	■
O1 – O3	44	±3	65	17	9	5	4	±4	1.7	±0.1	■
O4 – O6	38	±3	72	11	8	5	5	±4	1.6	±0.1	■
Male	47	±2	69	11	9	6	5	±2	1.7	±0.1	■
Female	49	±3	60	14	10	8	7	±4	1.9	±0.1	■
AGR/FTS/AR	54	±4	68	12	8	6	6	±5	1.7	±0.2	■
Other Selected Reserve	47	±2	67	12	9	6	5	±2	1.7	±0.1	■
Reserve Unit	47	±2	67	12	9	6	5	±2	1.7	±0.1	■
Military Technician	43	±5	69	11	10	5	5	±7	1.7	±0.2	■
IMA	36	±5	67	13	7	8	5	±9	1.7	±0.3	■
Not Activated Past 12 Months	44	±2	70	12	9	5	4	±3	1.6	±0.1	■
Activated Past 12 Months	52	±4	62	12	11	8	7	±5	1.8	±0.2	■
Not Deployed Past 12 Months	44	±2	70	11	9	5	5	±3	1.6	±0.1	■
Deployed Past 12 Months	56	±3	61	13	11	8	7	±4	1.9	±0.1	■
Deployed OIF/OEF	57	±4	60	14	11	8	6	±5	1.8	±0.2	■
WHITE	43	±2	73	10	8	5	4	±3	1.6	±0.1	■
ARNG	47	±3	73	10	8	6	4	±4	1.6	±0.1	■
USAR	49	±5	74	9	8	4	6	±6	1.6	±0.2	■
USNR	40	±5	74	9	9	3	5	±8	1.6	±0.2	■
USMCR	41	±6	73	12	9	3	3	±10	1.5	±0.2	■
ANG	33	±5	74	15	6	1	4	±8	1.5	±0.2	■
USAFR	33	±5	71	14	3	7	5	±9	1.6	±0.3	■
Enlisted	44	±3	73	10	8	5	4	±3	1.6	±0.1	■
E1 – E4	43	±4	72	11	9	4	4	±5	1.6	±0.2	■
E5 – E9	45	±3	73	9	7	6	5	±4	1.6	±0.1	■
Officers	37	±3	75	13	6	3	3	±4	1.5	±0.1	■
BLACK	59	±3	56	13	12	10	9	±3	2.0	±0.1	■
ARNG	62	±4	53	14	14	12	7	±6	2.1	±0.2	■
USAR	58	±4	58	11	10	10	10	±5	2.0	±0.2	■
USNR	59	±4	60	15	11	7	8	±5	1.9	±0.2	■
USMCR	61	±8	60	17	12	4	7	±14	1.8	±0.3	■
ANG	55	±4	56	13	12	11	8	±5	2.0	±0.2	■
USAFR	52	±3	59	13	14	6	8	±4	1.9	±0.1	■
Enlisted	59	±3	57	12	12	10	9	±4	2.0	±0.1	■
E1 – E4	54	±5	55	13	13	9	10	±6	2.1	±0.2	■
E5 – E9	62	±3	58	12	12	11	8	±4	2.0	±0.1	■
Officers	58	±3	52	19	12	10	7	±4	2.0	±0.1	■

Note. Percent responding are Reserve component members who answered the question and who experienced racial/ethnic-related behaviors (Q53/Q54).

58b. Continued	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
HISPANIC	55	±3	60	16	12	7	5	±5	1.8	±0.1	
ARNG	57	±6	50	20	15	9	6	±8	2.0	±0.2	
USAR	56	±6	64	13	12	5	6	±7	1.8	±0.2	
USNR	55	±8	72	9	7	9	4	±8	1.6	±0.2	
USMCR	53	±8	71	14	8	4	4	±11	1.6	±0.2	
ANG	50	±8	64	12	15	5	3	±14	1.7	±0.3	
USAFR	54	±9	62	18	9	6	5	±14	1.7	±0.3	
Enlisted	55	±4	59	16	13	7	5	±5	1.8	±0.2	
E1 – E4	54	±6	58	16	13	7	5	±7	1.8	±0.2	
E5 – E9	57	±4	60	15	13	7	5	±6	1.8	±0.2	
Officers	54	±5	63	15	10	7	5	±6	1.8	±0.2	
AIAN	45	±11	72	15	7	3	3	±13	1.5	±0.2	
ARNG	48	±16	NR	NR	6	4	4	±5	1.6	±0.3	
USAR	44	±23	NR	10	6	5	3	±12	1.5	±0.4	
USNR	31	±16	61	21	11	NR	6	±17	1.7	±0.3	
ANG	37	±30	NR	6	8	1	2	±14	1.4	±0.4	
USAFR	39	±14	69	12	11	5	3	±15	1.6	±0.3	
Enlisted	44	±12	73	15	6	3	3	±15	1.5	±0.2	
Officers	49	±14	56	15	11	10	NR	±15	2.0	±0.6	
ASIAN	57	±5	58	16	13	6	7	±6	1.9	±0.2	
ARNG	62	±10	61	12	11	8	NR	±14	1.9	±0.5	
USAR	55	±8	56	20	11	7	7	±7	1.9	±0.2	
USNR	54	±9	60	17	NR	4	2	±14	1.7	±0.3	
USMCR	68	±10	NR	10	NR	4	NR	±8	2.2	±0.6	
ANG	43	±5	67	14	9	5	4	±7	1.6	±0.2	
USAFR	52	±14	NR	NR	4	5	NR	±11	NR		
Enlisted	58	±6	58	15	13	6	8	±8	1.9	±0.3	
Officers	50	±5	58	19	11	7	5	±9	1.8	±0.2	
NHPI	51	±11	65	NR	7	3	4	±17	1.6	±0.2	
ARNG	53	±24	NR	NR	5	1	NR	±8	1.6	±0.5	
USAR	54	±7	67	12	12	5	4	±8	1.7	±0.2	
USNR	63	±28	NR	NR	NR	NR	NR		1.2	±0.4	
ANG	40	±19	75	12	4	NR	5	±16	1.5	±0.3	
USAFR	47	±11	77	8	NR	3	6	±14	1.6	±0.3	
Enlisted	51	±12	NR	NR	7	3	3	±5	1.6	±0.3	
Officers	50	±18	73	7	7	4	8	±18	1.7	±0.5	
TWO OR MORE RACES	54	±9	58	13	12	10	8	±12	2.0	±0.4	
ARNG	56	±16	NR	5	NR	NR	NR	±7	2.0	±0.6	
USAR	66	±19	NR	NR	2	NR	4	±6	1.7	±0.4	
USNR	47	±15	47	12	16	10	NR	±13	2.4	±0.5	
USMCR	75	±18	NR	NR	2	NR	NR	±8	1.5	±0.6	
ANG	35	±15	NR	13	10	4	NR	±12	2.1	±0.8	
USAFR	45	±18	NR	9	7	NR	8	±9	NR		
Enlisted	54	±10	59	14	12	9	7	±14	1.9	±0.4	
Officers	54	±11	55	7	13	10	NR	±15	2.2	±0.6	
USCGR	41	±4	69	11	10	6	4	±6	1.6	±0.2	
White	38	±5	72	10	10	7	2	±7	1.6	±0.2	
Black	46	±14	NR	NR	NR	NR	NR		2.4	±0.7	
Hispanic	59	±11	61	14	14	NR	8	±14	1.8	±0.4	
Other Race/Ethnicity	45	±9	73	13	6	2	NR	±13	1.6	±0.4	
Enlisted	40	±5	68	10	11	7	4	±7	1.7	±0.2	
E1 – E4	42	±8	65	10	11	10	4	±12	1.8	±0.3	
E5 – E9	39	±5	71	10	11	5	4	±8	1.6	±0.2	
Officers	45	±7	74	13	7	2	3	±9	1.5	±0.2	

NR: Not reportable

## 58. To what extent was this situation...

## c. Disturbing?

1. Not at all  
4. Large extent

2. Small extent  
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL DOD	47	±2	67	10	9	7	6	±2	1.7	±0.1	
ARNG	50	±3	66	11	9	8	6	±3	1.8	±0.1	
USAR	52	±3	66	10	9	8	7	±4	1.8	±0.1	
USNR	45	±4	69	10	10	5	6	±5	1.7	±0.2	
USMCR	46	±5	74	8	8	4	6	±6	1.6	±0.2	
ANG	37	±4	69	11	7	8	6	±6	1.7	±0.2	
USAFR	39	±4	67	11	8	6	8	±6	1.8	±0.2	
Enlisted	48	±2	67	10	9	7	6	±3	1.8	±0.1	
E1 – E4	47	±3	67	10	9	7	6	±4	1.7	±0.1	
E5 – E9	50	±2	67	10	9	7	7	±3	1.8	±0.1	
Officers	41	±2	68	12	8	7	6	±3	1.7	±0.1	
O1 – O3	44	±3	65	15	8	6	6	±4	1.7	±0.1	
O4 – O6	38	±3	69	10	7	7	6	±4	1.7	±0.1	
Male	47	±2	69	10	9	7	6	±2	1.7	±0.1	
Female	49	±3	59	12	10	10	8	±4	2.0	±0.1	
AGR/FTS/AR	54	±4	66	11	8	8	7	±5	1.8	±0.2	
Other Selected Reserve	47	±2	67	10	9	7	6	±2	1.7	±0.1	
Reserve Unit	47	±2	67	10	9	7	6	±2	1.7	±0.1	
Military Technician	43	±5	69	9	8	7	6	±7	1.7	±0.2	
IMA	36	±5	66	11	8	6	9	±9	1.8	±0.3	
Not Activated Past 12 Months	44	±2	71	10	8	6	6	±3	1.7	±0.1	
Activated Past 12 Months	52	±4	61	11	11	9	8	±5	1.9	±0.2	
Not Deployed Past 12 Months	44	±2	70	10	8	6	5	±2	1.7	±0.1	
Deployed Past 12 Months	56	±3	59	13	11	9	8	±4	1.9	±0.1	
Deployed OIF/OEF	56	±4	59	11	12	9	8	±5	1.9	±0.2	
WHITE	43	±2	73	9	7	6	5	±3	1.6	±0.1	
ARNG	47	±3	73	8	8	7	4	±4	1.6	±0.1	
USAR	48	±5	71	9	7	8	5	±6	1.7	±0.2	
USNR	40	±5	73	9	9	3	6	±8	1.6	±0.2	
USMCR	40	±6	76	7	7	3	6	±10	1.5	±0.3	
ANG	33	±5	73	11	4	7	5	±8	1.6	±0.2	
USAFR	33	±5	74	9	6	5	7	±9	1.6	±0.3	
Enlisted	44	±3	73	9	7	7	5	±3	1.6	±0.1	
E1 – E4	43	±4	72	9	7	7	5	±5	1.6	±0.2	
E5 – E9	45	±3	73	8	8	6	5	±4	1.6	±0.1	
Officers	37	±3	73	11	6	5	5	±4	1.6	±0.1	
BLACK	59	±3	54	12	12	11	11	±3	2.1	±0.1	
ARNG	62	±4	49	15	13	12	11	±6	2.2	±0.2	
USAR	57	±4	57	9	11	10	13	±5	2.1	±0.2	
USNR	59	±4	58	12	12	8	10	±5	2.0	±0.2	
USMCR	61	±8	66	12	12	6	4	±10	1.7	±0.3	
ANG	55	±4	54	10	10	15	10	±5	2.2	±0.2	
USAFR	52	±3	55	13	11	10	11	±4	2.1	±0.2	
Enlisted	59	±3	55	12	12	11	11	±4	2.1	±0.1	
E1 – E4	54	±5	54	12	13	9	12	±6	2.1	±0.2	
E5 – E9	62	±3	55	11	11	12	10	±4	2.1	±0.1	
Officers	58	±3	48	17	11	13	11	±4	2.2	±0.1	

Note. Percent responding are Reserve component members who answered the question and who experienced racial/ethnic-related behaviors (Q53/Q54).



58c. Continued	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
HISPANIC	55	±3	61	14	12	7	6	±5	1.8	±0.1	
ARNG	56	±6	52	18	12	11	6	±8	2.0	±0.3	
USAR	55	±6	63	14	12	4	7	±7	1.8	±0.2	
USNR	55	±8	75	6	8	7	4	±7	1.6	±0.2	
USMCR	52	±8	78	6	8	3	4	±11	1.5	±0.2	
ANG	50	±8	64	11	16	4	5	±14	1.7	±0.3	
USAFR	54	±9	67	12	10	5	7	±13	1.7	±0.3	
Enlisted	55	±4	61	14	12	7	6	±5	1.8	±0.2	
E1 – E4	53	±6	63	11	12	8	5	±8	1.8	±0.2	
E5 – E9	56	±4	60	16	12	6	7	±6	1.8	±0.2	
Officers	54	±5	64	14	10	7	6	±6	1.8	±0.2	
AIAN	45	±11	73	13	7	3	4	±14	1.5	±0.2	
ARNG	48	±16	NR	NR	7	3	4	±5	1.5	±0.3	
USAR	44	±23	78	6	7	5	4	±18	1.5	±0.4	
USNR	33	±17	67	13	9	5	6	±13	1.7	±0.3	
ANG	37	±30	NR	4	8	1	3	±14	1.4	±0.4	
USAFR	39	±14	78	9	7	3	3	±10	1.4	±0.2	
Enlisted	44	±12	75	14	6	3	3	±16	1.5	±0.2	
Officers	49	±14	57	11	16	5	NR	±17	2.0	±0.5	
ASIAN	57	±5	58	16	13	5	8	±6	1.9	±0.2	
ARNG	62	±10	60	12	17	3	NR	±14	1.9	±0.5	
USAR	55	±8	56	17	12	6	8	±7	1.9	±0.2	
USNR	55	±9	58	19	NR	4	3	±14	1.7	±0.3	
USMCR	68	±10	NR	NR	7	NR	NR	±7	2.2	±0.7	
ANG	43	±5	68	12	10	6	4	±7	1.7	±0.2	
USAFR	52	±14	NR	NR	6	2	NR	±10	NR		
Enlisted	58	±6	58	15	13	5	8	±8	1.9	±0.3	
Officers	50	±5	57	20	10	6	7	±9	1.9	±0.3	
NHPI	51	±11	74	12	6	3	5	±11	1.5	±0.2	
ARNG	53	±24	NR	NR	5	1	NR	±8	1.4	±0.4	
USAR	54	±7	67	12	10	6	6	±8	1.7	±0.2	
USNR	63	±28	NR	NR	NR	NR	NR		1.2	±0.3	
ANG	40	±19	76	10	4	1	8	±16	1.6	±0.4	
USAFR	47	±11	71	13	NR	5	6	±15	1.6	±0.3	
Enlisted	52	±12	74	13	6	2	5	±12	1.5	±0.3	
Officers	50	±18	73	6	7	7	7	±18	1.7	±0.4	
TWO OR MORE RACES	54	±9	61	12	11	7	8	±12	1.9	±0.3	
ARNG	56	±16	NR	NR	8	4	NR	±12	1.8	±0.6	
USAR	66	±19	NR	5	NR	NR	4	±9	1.7	±0.6	
USNR	47	±15	50	8	21	5	NR	±13	2.3	±0.5	
USMCR	75	±18	NR	2	6	NR	NR	±12	1.5	±0.6	
ANG	36	±16	NR	17	11	4	NR	±15	2.1	±0.8	
USAFR	46	±18	NR	4	14	NR	8	±16	2.3	±0.8	
Enlisted	54	±10	63	12	11	7	7	±14	1.8	±0.4	
Officers	54	±11	50	13	17	4	NR	±15	2.2	±0.6	
USCGR	41	±4	70	12	11	3	4	±6	1.6	±0.2	
White	38	±5	73	12	9	4	2	±7	1.5	±0.2	
Black	48	±15	NR	NR	NR	NR	NR		2.2	±0.6	
Hispanic	58	±11	63	13	14	NR	8	±14	1.8	±0.4	
Other Race/Ethnicity	45	±9	71	16	1	3	NR	±13	1.6	±0.4	
Enlisted	40	±5	69	13	11	4	3	±7	1.6	±0.2	
E1 – E4	42	±8	66	17	11	4	2	±12	1.6	±0.3	
E5 – E9	39	±5	73	9	11	3	4	±8	1.6	±0.2	
Officers	45	±7	74	9	10	1	6	±10	1.6	±0.3	

NR: Not reportable

## 58. To what extent was this situation...

## d. Threatening?

1. Not at all  
4. Large extent2. Small extent  
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL DOD	47	±2	83	7	5	2	3	±2	1.3	±0.1	■
ARNG	50	±3	82	8	6	2	3	±3	1.3	±0.1	■
USAR	52	±3	83	6	6	2	4	±3	1.4	±0.1	■
USNR	45	±4	86	6	5	2	2	±4	1.3	±0.1	■
USMCR	46	±5	86	4	6	1	2	±5	1.3	±0.2	■
ANG	37	±4	87	7	4	2	1	±5	1.2	±0.1	■
USAFR	39	±4	84	9	3	2	2	±5	1.3	±0.1	■
Enlisted	48	±2	83	7	5	2	3	±2	1.3	±0.1	■
E1 – E4	47	±3	82	8	5	1	3	±3	1.4	±0.1	■
E5 – E9	50	±2	83	7	5	2	2	±2	1.3	±0.1	■
Officers	41	±2	86	7	3	2	2	±2	1.3	±0.1	■
O1 – O3	44	±3	85	8	4	1	3	±3	1.3	±0.1	■
O4 – O6	38	±3	87	6	3	2	2	±3	1.3	±0.1	■
Male	47	±2	84	7	5	2	2	±2	1.3	±0.1	■
Female	49	±3	80	9	4	2	4	±4	1.4	±0.1	■
AGR/FTS/AR	54	±4	84	6	4	2	4	±4	1.4	±0.1	■
Other Selected Reserve	47	±2	83	7	5	2	2	±2	1.3	±0.1	■
Reserve Unit	47	±2	83	7	5	2	2	±2	1.3	±0.1	■
Military Technician	43	±5	85	5	6	2	2	±6	1.3	±0.2	■
IMA	36	±5	86	8	4	1	1	±8	1.2	±0.1	■
Not Activated Past 12 Months	44	±2	85	7	4	2	2	±2	1.3	±0.1	■
Activated Past 12 Months	52	±4	79	8	8	2	3	±4	1.4	±0.1	■
Not Deployed Past 12 Months	44	±2	85	7	5	2	2	±2	1.3	±0.1	■
Deployed Past 12 Months	56	±3	80	8	7	2	3	±3	1.4	±0.1	■
Deployed OIF/OEF	57	±4	80	8	6	3	3	±4	1.4	±0.1	■
WHITE	43	±2	88	6	4	1	2	±2	1.2	±0.1	■
ARNG	47	±3	87	7	4	1	2	±4	1.2	±0.1	■
USAR	49	±5	88	3	5	2	2	±5	1.3	±0.1	■
USNR	39	±5	90	5	2	2	1	±6	1.2	±0.1	■
USMCR	41	±6	86	4	5	1	3	±8	1.3	±0.2	■
ANG	33	±5	89	6	3	1	1	±7	1.2	±0.1	■
USAFR	33	±5	86	11	1	1	0	±8	1.2	±0.1	■
Enlisted	44	±3	87	6	4	1	2	±3	1.2	±0.1	■
E1 – E4	43	±4	86	7	3	1	3	±4	1.3	±0.1	■
E5 – E9	45	±3	88	5	4	2	1	±3	1.2	±0.1	■
Officers	37	±3	90	5	2	1	1	±3	1.2	±0.1	■
BLACK	58	±3	76	10	7	3	5	±3	1.5	±0.1	■
ARNG	62	±4	74	10	8	3	4	±5	1.5	±0.2	■
USAR	57	±4	76	9	6	3	6	±5	1.5	±0.2	■
USNR	59	±4	78	7	9	3	3	±4	1.5	±0.1	■
USMCR	61	±8	86	7	5	2	0	±7	1.2	±0.2	■
ANG	55	±4	75	10	8	4	3	±5	1.5	±0.1	■
USAFR	52	±3	79	11	4	2	3	±4	1.4	±0.1	■
Enlisted	59	±3	76	9	7	3	5	±3	1.5	±0.1	■
E1 – E4	54	±5	79	8	6	1	5	±6	1.4	±0.2	■
E5 – E9	62	±3	74	10	8	3	5	±4	1.5	±0.1	■
Officers	58	±3	74	12	6	3	4	±3	1.5	±0.1	■

Note. Percent responding are Reserve component members who answered the question and who experienced racial/ethnic-related behaviors (Q53/Q54).

58d. Continued	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
HISPANIC	55	±3	76	11	8	1	3	±4	1.4	±0.1	
ARNG	57	±6	68	16	11	2	3	±8	1.6	±0.2	
USAR	56	±6	76	11	7	1	5	±7	1.5	±0.2	
USNR	55	±8	88	5	4	2	2	±5	1.2	±0.1	
USMCR	52	±8	90	5	2	2	1	±5	1.2	±0.1	
ANG	50	±8	87	7	4	1	2	±5	1.2	±0.1	
USAFR	54	±9	83	5	8	2	2	±14	1.3	±0.2	
Enlisted	55	±4	76	11	8	1	3	±5	1.5	±0.1	
E1 – E4	54	±6	71	13	11	2	4	±8	1.5	±0.2	
E5 – E9	57	±4	79	10	6	1	3	±5	1.4	±0.1	
Officers	54	±5	83	10	3	2	3	±5	1.3	±0.1	
AIAN	45	±11	83	12	3	1	2	±14	1.3	±0.2	
ARNG	48	±16	NR	NR	2	0	2	±5	1.3	±0.2	
USAR	44	±23	87	6	4	2	1	±12	1.2	±0.2	
USNR	33	±17	83	11	4	NR	1	±11	1.3	±0.2	
ANG	37	±30	91	4	2	1	2	±15	1.2	±0.2	
USAFR	39	±14	90	5	3	NR	2	±8	1.2	±0.2	
Enlisted	44	±12	83	13	3	1	1	±16	1.2	±0.2	
Officers	49	±14	78	11	1	1	NR	±18	1.5	±0.5	
ASIAN	57	±5	75	9	10	2	5	±7	1.5	±0.2	
ARNG	62	±10	74	8	9	2	NR	±14	1.6	±0.5	
USAR	55	±8	71	15	9	2	3	±7	1.5	±0.2	
USNR	54	±9	75	8	NR	2	1	±16	1.4	±0.3	
USMCR	68	±10	NR	6	NR	NR	NR	±7	NR		
ANG	43	±5	83	9	4	2	1	±6	1.3	±0.1	
USAFR	52	±14	NR	4	5	1	NR	±10	NR		
Enlisted	58	±6	74	8	10	2	5	±9	1.5	±0.3	
Officers	50	±5	76	14	7	1	3	±9	1.4	±0.2	
NHPI	51	±11	86	4	4	2	3	±7	1.3	±0.2	
ARNG	53	±24	90	3	3	1	NR	±15	1.3	±0.3	
USAR	54	±7	78	8	7	4	3	±6	1.5	±0.2	
USNR	63	±28	NR	NR	NR	NR	NR		1.2	±0.3	
ANG	40	±19	90	4	2	NR	4	±8	1.3	±0.2	
USAFR	46	±11	90	4	3	1	2	±8	1.2	±0.2	
Enlisted	51	±12	87	4	4	2	3	±7	1.3	±0.2	
Officers	50	±18	84	6	5	2	3	±13	1.3	±0.3	
TWO OR MORE RACES	54	±9	77	3	7	11	2	±13	1.6	±0.3	
ARNG	56	±16	NR	2	9	NR	1	±13	1.4	±0.4	
USAR	66	±19	NR	4	2	NR	2	±9	NR		
USNR	48	±15	65	6	14	4	NR	±15	1.9	±0.6	
USMCR	75	±18	NR	NR	NR	NR	NR		1.4	±0.5	
ANG	36	±15	NR	4	3	NR	3	±4	1.6	±0.6	
USAFR	45	±18	NR	3	8	NR	2	±9	NR		
Enlisted	54	±10	77	3	7	11	2	±15	1.6	±0.4	
Officers	54	±11	75	7	4	NR	5	±18	1.6	±0.5	
USCGR	41	±4	89	4	6	1	1	±5	1.2	±0.1	
White	38	±5	90	4	5	0	1	±6	1.2	±0.1	
Black	46	±14	NR	NR	NR	NR	NR		1.3	±0.3	
Hispanic	59	±11	89	NR	6	NR	1	±11	1.2	±0.2	
Other Race/Ethnicity	45	±9	90	NR	4	1	NR	±14	1.2	±0.2	
Enlisted	40	±5	89	4	7	0	0	±5	1.2	±0.1	
E1 – E4	42	±8	88	6	7	0	NR	±10	1.2	±0.2	
E5 – E9	39	±5	90	2	7	1	1	±6	1.2	±0.1	
Officers	45	±7	89	6	2	1	2	±8	1.2	±0.2	

NR: Not reportable

## 58. To what extent was this situation...

## e. Disillusioning?

1. Not at all  
4. Large extent

2. Small extent  
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL DOD	47	±2	73	8	8	5	6	±2	1.6	±0.1	■
ARNG	50	±3	73	7	9	5	5	±3	1.6	±0.1	■
USAR	52	±3	71	9	8	6	7	±4	1.7	±0.1	■
USNR	46	±4	75	9	7	5	5	±5	1.6	±0.2	■
USMCR	46	±5	79	6	7	3	5	±6	1.5	±0.2	■
ANG	36	±4	75	8	5	5	6	±6	1.6	±0.2	■
USAFR	39	±4	69	11	9	5	6	±6	1.7	±0.2	■
Enlisted	48	±2	73	8	8	5	6	±2	1.6	±0.1	■
E1 – E4	47	±3	75	7	8	5	5	±4	1.6	±0.1	■
E5 – E9	50	±2	72	8	8	6	6	±3	1.7	±0.1	■
Officers	41	±2	71	10	7	5	7	±3	1.7	±0.1	■
O1 – O3	44	±3	72	10	6	5	6	±4	1.6	±0.1	■
O4 – O6	38	±3	70	9	8	6	7	±4	1.7	±0.1	■
Male	47	±2	74	7	8	5	6	±2	1.6	±0.1	■
Female	49	±3	69	12	8	6	6	±4	1.7	±0.1	■
AGR/FTS/AR	54	±4	73	7	7	5	8	±5	1.7	±0.2	■
Other Selected Reserve	47	±2	73	8	8	5	6	±2	1.6	±0.1	■
Reserve Unit	47	±2	73	8	8	5	5	±2	1.6	±0.1	■
Military Technician	42	±5	75	6	7	4	8	±7	1.6	±0.2	■
IMA	36	±5	70	10	7	6	7	±9	1.7	±0.3	■
Not Activated Past 12 Months	44	±2	76	8	7	5	5	±3	1.6	±0.1	■
Activated Past 12 Months	52	±4	66	9	11	6	8	±5	1.8	±0.2	■
Not Deployed Past 12 Months	44	±2	75	8	7	5	5	±2	1.6	±0.1	■
Deployed Past 12 Months	56	±3	68	8	11	6	7	±4	1.8	±0.1	■
Deployed OIF/OEF	57	±4	68	8	11	6	7	±5	1.8	±0.2	■
WHITE	43	±2	77	7	7	5	5	±3	1.5	±0.1	■
ARNG	47	±3	78	6	7	5	4	±4	1.5	±0.1	■
USAR	49	±5	76	6	7	6	6	±6	1.6	±0.2	■
USNR	40	±5	77	9	5	3	4	±8	1.5	±0.2	■
USMCR	41	±6	79	5	9	2	5	±9	1.5	±0.2	■
ANG	33	±5	77	8	4	5	6	±8	1.6	±0.2	■
USAFR	33	±5	70	13	8	5	4	±9	1.6	±0.2	■
Enlisted	44	±3	78	6	7	5	4	±3	1.5	±0.1	■
E1 – E4	43	±4	79	6	8	5	3	±5	1.5	±0.2	■
E5 – E9	45	±3	77	7	6	5	6	±4	1.6	±0.1	■
Officers	37	±3	74	9	7	5	5	±4	1.6	±0.1	■
BLACK	58	±3	66	10	10	6	7	±3	1.8	±0.1	■
ARNG	62	±4	65	11	12	5	7	±6	1.8	±0.2	■
USAR	57	±4	66	10	8	6	9	±5	1.8	±0.2	■
USNR	59	±4	71	8	11	5	5	±4	1.7	±0.1	■
USMCR	61	±8	77	8	7	5	4	±9	1.5	±0.2	■
ANG	55	±4	66	9	10	8	7	±5	1.8	±0.2	■
USAFR	52	±3	68	10	8	6	8	±4	1.8	±0.1	■
Enlisted	59	±3	67	10	10	5	7	±3	1.8	±0.1	■
E1 – E4	54	±5	68	11	10	3	7	±6	1.7	±0.2	■
E5 – E9	62	±3	66	9	11	6	7	±4	1.8	±0.1	■
Officers	58	±3	62	13	8	8	8	±4	1.9	±0.1	■

Note. Percent responding are Reserve component members who answered the question and who experienced racial/ethnic-related behaviors (Q53/Q54).

58e. Continued	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
HISPANIC	55	±3	64	10	11	7	8	±4	1.8	±0.2	
ARNG	56	±6	57	10	15	9	10	±8	2.0	±0.3	
USAR	56	±6	65	11	11	6	8	±7	1.8	±0.2	
USNR	55	±8	70	9	5	12	5	±10	1.7	±0.3	
USMCR	53	±8	82	7	4	3	4	±7	1.4	±0.2	
ANG	50	±8	73	10	7	4	7	±8	1.6	±0.2	
USAFR	54	±9	66	10	15	2	8	±15	1.8	±0.3	
Enlisted	55	±4	64	10	12	7	8	±5	1.9	±0.2	
E1 – E4	54	±6	65	10	12	5	8	±7	1.8	±0.2	
E5 – E9	56	±4	63	9	12	9	7	±6	1.9	±0.2	
Officers	54	±5	67	11	6	5	11	±6	1.8	±0.2	
AIAN	45	±11	78	13	4	2	3	±14	1.4	±0.2	
ARNG	48	±16	NR	NR	4	1	3	±5	1.4	±0.3	
USAR	44	±23	82	7	4	4	2	±16	1.4	±0.3	
USNR	31	±16	71	13	7	5	3	±12	1.6	±0.3	
ANG	37	±30	NR	4	6	2	3	±11	1.3	±0.4	
USAFR	38	±14	74	9	11	1	5	±13	1.5	±0.3	
Enlisted	44	±12	80	13	4	2	2	±16	1.3	±0.2	
Officers	49	±14	63	13	NR	4	NR	±16	1.9	±0.5	
ASIAN	56	±5	71	9	9	4	7	±7	1.7	±0.2	
ARNG	61	±10	72	7	12	3	NR	±14	1.7	±0.5	
USAR	55	±8	66	16	9	4	5	±7	1.7	±0.2	
USNR	54	±9	79	9	6	3	3	±7	1.4	±0.2	
USMCR	68	±10	NR	9	3	NR	NR	±7	1.9	±0.8	
ANG	43	±5	76	8	8	4	4	±6	1.5	±0.2	
USAFR	52	±14	NR	5	5	2	NR	±11	NR		
Enlisted	58	±6	72	9	9	4	7	±8	1.6	±0.3	
Officers	50	±5	68	12	10	3	7	±9	1.7	±0.2	
NHPI	51	±11	83	6	6	1	4	±8	1.4	±0.2	
ARNG	53	±24	91	1	3	1	NR	±15	1.3	±0.3	
USAR	54	±7	77	7	11	2	4	±7	1.5	±0.2	
USNR	63	±28	NR	NR	NR	NR	NR		1.2	±0.3	
ANG	40	±19	77	11	5	1	6	±15	1.5	±0.3	
USAFR	47	±11	73	15	2	3	7	±17	1.5	±0.3	
Enlisted	51	±12	83	6	6	1	3	±8	1.4	±0.2	
Officers	50	±18	76	6	5	3	10	±17	1.6	±0.4	
TWO OR MORE RACES	54	±9	64	9	8	7	12	±12	1.9	±0.4	
ARNG	56	±16	NR	2	9	1	NR	±13	1.9	±0.7	
USAR	66	±19	NR	NR	NR	NR	3	±6	2.0	±0.6	
USNR	48	±15	56	6	17	5	NR	±13	2.2	±0.5	
USMCR	75	±18	NR	1	NR	NR	2	±7	1.4	±0.5	
ANG	35	±15	NR	2	4	3	NR	±5	1.9	±0.8	
USAFR	46	±18	NR	NR	11	NR	4	±10	NR		
Enlisted	54	±10	64	9	9	8	10	±14	1.9	±0.4	
Officers	54	±11	61	10	5	3	NR	±16	2.1	±0.6	
USCGR	41	±4	77	8	9	4	3	±6	1.5	±0.2	
White	38	±5	78	7	8	5	2	±7	1.5	±0.2	
Black	46	±14	NR	NR	NR	NR	NR		1.5	±0.5	
Hispanic	57	±11	71	6	14	NR	9	±14	1.7	±0.4	
Other Race/Ethnicity	45	±9	81	10	1	6	2	±10	1.4	±0.2	
Enlisted	40	±5	76	7	10	4	3	±7	1.5	±0.2	
E1 – E4	41	±8	76	6	12	4	2	±11	1.5	±0.3	
E5 – E9	39	±5	77	8	8	4	3	±8	1.5	±0.2	
Officers	44	±7	78	9	4	4	5	±9	1.5	±0.3	

NR: Not reportable

**59. During the course of the situation you have in mind, how often did the event(s) occur?**

1. Once

2. Occasionally

3. Frequently

	Percent Responding		Percentages			Max ME
			1	2	3	
<b>TOTAL DOD</b>	38	±2	60	30	10	±3
ARNG	41	±3	59	30	11	±4
USAR	42	±3	61	29	10	±5
USNR	36	±4	62	28	10	±6
USMCR	40	±5	61	33	6	±7
ANG	28	±4	61	29	10	±7
USAFR	29	±4	57	33	10	±7
Enlisted	39	±2	59	30	11	±3
E1 – E4	38	±3	61	29	9	±4
E5 – E9	40	±2	57	31	12	±4
Officers	33	±2	63	28	9	±3
O1 – O3	37	±3	64	28	8	±4
O4 – O6	29	±3	62	28	11	±5
Male	38	±2	60	31	9	±3
Female	39	±3	56	28	16	±5
AGR/FTS/AR	45	±4	60	27	13	±6
Other Selected Reserve	38	±2	59	30	10	±3
Reserve Unit	38	±2	59	30	10	±3
Military Technician	33	±5	59	32	9	±8
IMA	27	±5	60	30	10	±10
Not Activated Past 12 Months	34	±2	63	27	10	±3
Activated Past 12 Months	45	±4	53	34	14	±5
Not Deployed Past 12 Months	34	±2	63	28	9	±3
Deployed Past 12 Months	50	±3	52	34	13	±4
Deployed OIF/OEF	50	±4	51	36	13	±5
<b>WHITE</b>	34	±2	62	28	11	±4
ARNG	38	±3	62	27	11	±5
USAR	39	±5	62	27	11	±7
USNR	30	±5	64	24	12	±10
USMCR	36	±6	60	34	7	±11
ANG	25	±4	62	27	11	±10
USAFR	22	±5	55	34	11	±11
Enlisted	35	±3	61	28	11	±4
E1 – E4	34	±4	64	26	10	±6
E5 – E9	36	±3	59	29	12	±5
Officers	29	±2	65	26	9	±4
<b>BLACK</b>	50	±3	55	34	11	±3
ARNG	54	±4	49	38	13	±6
USAR	49	±4	59	29	12	±6
USNR	47	±4	60	29	11	±5
USMCR	54	±8	60	37	3	±13
ANG	47	±4	57	34	9	±5
USAFR	43	±3	54	37	10	±5
Enlisted	50	±3	55	34	11	±4
E1 – E4	47	±5	56	35	9	±7
E5 – E9	52	±3	54	33	13	±4
Officers	50	±3	56	34	10	±4

Note. Percent responding are Reserve component members who answered the question and who experienced racial/ethnic-related behaviors (Q53/Q54).

59. Continued	Percent Responding		Percentages			Max ME
			1	2	3	
HISPANIC	46	±3	57	33	10	±5
ARNG	48	±6	54	32	13	±9
USAR	46	±6	59	32	9	±8
USNR	47	±8	58	33	9	±11
USMCR	43	±8	64	30	6	±12
ANG	39	±8	57	38	5	±14
USAFR	39	±9	59	34	7	±15
Enlisted	46	±4	57	33	10	±5
E1 – E4	44	±6	60	32	8	±8
E5 – E9	47	±5	54	34	12	±7
Officers	46	±5	64	28	8	±7
AIAN	32	±9	56	37	7	±16
ARNG	34	±13	NR	NR	7	±8
USAR	22	±11	58	32	10	±11
USNR	28	±15	64	28	8	±17
ANG	35	±30	NR	NR	5	±12
USAFR	33	±13	57	41	2	±14
Enlisted	30	±10	NR	NR	5	±3
Officers	46	±14	NR	27	NR	±14
ASIAN	49	±5	59	32	9	±7
ARNG	51	±11	55	35	NR	±14
USAR	50	±8	60	32	8	±9
USNR	45	±9	64	34	2	±16
USMCR	62	±11	NR	NR	NR	
ANG	35	±5	63	32	4	±7
USAFR	47	±14	NR	18	NR	±13
Enlisted	50	±6	60	31	9	±9
Officers	43	±6	56	36	7	±9
NHPI	43	±11	NR	NR	3	±2
ARNG	45	±24	NR	NR	NR	
USAR	45	±7	71	23	6	±7
USNR	60	±31	NR	NR	NR	
ANG	30	±15	78	19	3	±13
USAFR	38	±10	77	NR	8	±16
Enlisted	44	±12	NR	NR	3	±2
Officers	28	±11	68	25	7	±12
TWO OR MORE RACES	43	±9	53	39	7	±14
ARNG	42	±15	NR	NR	5	±10
USAR	54	±20	NR	NR	5	±7
USNR	43	±14	44	48	9	±14
USMCR	51	±31	NR	NR	NR	
ANG	27	±12	40	32	NR	±17
USAFR	45	±18	NR	NR	7	±8
Enlisted	43	±10	55	40	5	±16
Officers	46	±11	NR	33	NR	±16
USCGR	33	±4	67	24	9	±7
White	30	±4	70	22	8	±8
Black	42	±14	NR	NR	NR	
Hispanic	49	±11	70	24	6	±15
Other Race/Ethnicity	36	±9	56	29	15	±16
Enlisted	33	±4	67	25	8	±8
E1 – E4	36	±7	63	25	12	±13
E5 – E9	30	±5	70	25	5	±9
Officers	34	±6	71	19	10	±11

NR: Not reportable

**60. How long did this situation last or, if continuing, how long has it been going on?**

1. Less than 1 week      2. 1 week to less than 1 month      3. 1 month to less than 3 months  
 4. 3 months to less than 6 months      5. 6 months or more

	Percent Responding		Percentages					Max ME
			1	2	3	4	5	
<b>TOTAL DOD</b>	37	±2	60	6	6	5	24	±3
ARNG	40	±3	62	7	4	5	22	±4
USAR	42	±3	56	7	7	6	25	±5
USNR	35	±4	62	5	5	5	23	±6
USMCR	40	±5	69	5	4	6	17	±7
ANG	27	±4	58	4	9	5	24	±7
USAFR	28	±4	53	3	6	3	35	±7
Enlisted	38	±2	60	6	6	5	23	±3
E1 – E4	37	±3	63	7	6	6	18	±4
E5 – E9	39	±2	57	6	5	5	27	±4
Officers	32	±2	59	6	4	5	25	±3
O1 – O3	36	±3	62	7	4	6	22	±4
O4 – O6	29	±3	56	6	5	5	28	±5
Male	37	±2	61	6	5	5	23	±3
Female	38	±3	52	6	9	7	25	±5
AGR/FTS/AR	45	±4	57	5	5	6	26	±6
Other Selected Reserve	37	±2	60	6	6	5	23	±3
Reserve Unit	37	±2	60	6	6	5	23	±3
Military Technician	32	±5	63	7	2	2	26	±8
IMA	26	±4	62	8	3	4	24	±11
Not Activated Past 12 Months	33	±2	63	5	5	4	23	±3
Activated Past 12 Months	45	±4	54	8	5	7	26	±5
Not Deployed Past 12 Months	34	±2	62	6	5	4	23	±3
Deployed Past 12 Months	49	±3	54	7	6	7	26	±4
Deployed OIF/OEF	49	±4	55	6	6	8	25	±5
<b>WHITE</b>	33	±2	62	5	5	5	23	±4
ARNG	37	±3	66	6	3	5	19	±5
USAR	38	±5	55	5	8	5	26	±7
USNR	29	±5	63	4	4	5	23	±10
USMCR	36	±6	73	4	3	5	16	±11
ANG	24	±4	59	4	9	5	23	±10
USAFR	21	±5	45	2	7	0	45	±12
Enlisted	34	±3	62	5	5	5	23	±4
E1 – E4	33	±4	67	5	6	6	16	±6
E5 – E9	35	±3	59	5	5	3	28	±5
Officers	28	±2	62	5	4	5	24	±4
<b>BLACK</b>	49	±3	52	8	6	7	27	±3
ARNG	52	±4	47	9	6	6	31	±6
USAR	48	±4	55	9	5	8	23	±6
USNR	46	±4	56	6	7	7	23	±5
USMCR	52	±8	65	5	8	6	17	±17
ANG	46	±4	52	5	8	6	29	±5
USAFR	43	±3	50	6	7	8	29	±5
Enlisted	49	±3	52	8	6	7	27	±4
E1 – E4	46	±5	56	8	7	5	24	±7
E5 – E9	51	±3	49	9	5	8	28	±4
Officers	50	±3	51	8	5	8	27	±4

Note. Percent responding are Reserve component members who answered the question and who experienced racial/ethnic-related behaviors (Q53/Q54).



60. Continued	Percent Responding		Percentages					Max ME
			1	2	3	4	5	
HISPANIC	45	±3	58	9	6	5	23	±5
ARNG	48	±6	56	9	6	4	25	±9
USAR	45	±6	53	12	6	7	23	±8
USNR	45	±7	63	5	5	3	25	±12
USMCR	42	±8	61	9	5	4	21	±13
ANG	38	±8	60	4	NR	3	21	±14
USAFR	40	±9	70	3	4	4	19	±11
Enlisted	45	±4	58	9	6	4	23	±5
E1 – E4	42	±6	59	11	6	5	19	±9
E5 – E9	47	±5	57	7	6	4	26	±7
Officers	45	±5	59	7	4	6	24	±7
AIAN	31	±9	63	8	4	4	21	±16
ARNG	34	±13	NR	7	5	4	NR	±10
USAR	21	±11	56	NR	7	6	18	±13
USNR	28	±15	65	12	6	5	12	±13
ANG	34	±30	NR	2	1	2	NR	±7
USAFR	31	±12	68	5	2	7	17	±13
Enlisted	30	±10	66	7	4	4	NR	±17
Officers	45	±14	46	NR	5	6	NR	±16
ASIAN	48	±5	59	5	8	5	23	±7
ARNG	51	±11	49	6	16	3	26	±16
USAR	48	±8	58	7	4	6	24	±11
USNR	44	±9	65	3	5	6	NR	±16
USMCR	60	±12	NR	4	NR	NR	13	±10
ANG	35	±5	65	3	6	3	23	±7
USAFR	46	±14	NR	1	1	2	NR	±3
Enlisted	49	±6	59	5	9	5	23	±8
Officers	42	±6	59	7	2	8	24	±10
NHPI	42	±11	78	4	3	4	11	±11
ARNG	45	±24	NR	NR	0	NR	6	±11
USAR	43	±6	72	5	3	2	18	±7
USNR	60	±31	NR	NR	NR	NR	NR	
ANG	29	±14	70	NR	NR	2	18	±17
USAFR	37	±10	75	1	3	4	17	±15
Enlisted	43	±12	78	4	3	4	10	±12
Officers	27	±11	66	2	5	4	24	±12
TWO OR MORE RACES	42	±9	62	6	4	4	25	±13
ARNG	41	±15	NR	NR	5	1	NR	±10
USAR	53	±20	NR	2	2	5	NR	±11
USNR	41	±14	53	3	7	11	26	±18
USMCR	51	±31	NR	NR	NR	NR	NR	
ANG	26	±12	NR	6	4	4	NR	±7
USAFR	44	±18	NR	NR	3	7	18	±17
Enlisted	42	±10	65	NR	4	4	23	±15
Officers	46	±11	NR	NR	4	5	NR	±5
USCGR	33	±4	67	5	2	7	19	±7
White	31	±5	68	6	1	7	19	±8
Black	38	±14	NR	NR	NR	NR	NR	
Hispanic	49	±11	70	NR	NR	7	21	±15
Other Race/Ethnicity	36	±9	64	5	NR	4	17	±15
Enlisted	33	±4	67	5	2	7	20	±8
E1 – E4	38	±8	66	4	2	6	22	±12
E5 – E9	30	±5	67	6	2	8	17	±9
Officers	33	±6	70	6	NR	7	16	±11

NR: Not reportable

**61. Where did this situation occur?**

1. At a military installation (for example, on base)

2. Some behaviors occurred at a military installation and some did not

3. Not at a military installation (for example, off base)

	Percent Responding		Percentages			Max ME
			1	2	3	
TOTAL DOD	37	±2	53	15	32	±3
ARNG	40	±3	54	14	31	±4
USAR	41	±3	52	16	31	±5
USNR	35	±4	47	15	38	±6
USMCR	39	±5	44	16	40	±8
ANG	28	±4	52	14	34	±7
USAFR	28	±4	59	12	30	±7
Enlisted	38	±2	52	15	33	±3
E1 – E4	36	±3	52	15	34	±4
E5 – E9	39	±2	53	15	33	±4
Officers	32	±2	58	14	28	±3
O1 – O3	36	±3	59	16	25	±5
O4 – O6	29	±3	58	13	29	±5
Male	37	±2	52	14	34	±3
Female	38	±3	59	17	24	±5
AGR/FTS/AR	45	±4	49	14	37	±6
Other Selected Reserve	37	±2	53	15	32	±3
Reserve Unit	37	±2	53	15	32	±3
Military Technician	32	±5	55	15	29	±9
IMA	26	±5	67	12	22	±8
Not Activated Past 12 Months	33	±2	49	15	36	±3
Activated Past 12 Months	44	±4	58	16	26	±5
Not Deployed Past 12 Months	33	±2	50	15	35	±3
Deployed Past 12 Months	49	±3	59	14	26	±4
Deployed OIF/OEF	49	±4	64	13	23	±5
WHITE	33	±2	54	13	34	±4
ARNG	36	±3	55	12	34	±5
USAR	38	±5	55	15	30	±7
USNR	30	±5	49	12	39	±10
USMCR	35	±6	42	14	44	±11
ANG	24	±4	51	14	36	±10
USAFR	21	±5	60	10	30	±12
Enlisted	34	±3	53	13	34	±4
E1 – E4	33	±4	53	12	35	±6
E5 – E9	35	±3	53	13	34	±5
Officers	28	±2	58	13	30	±5
BLACK	49	±3	54	15	30	±4
ARNG	53	±4	56	18	27	±6
USAR	48	±4	51	14	35	±6
USNR	47	±4	48	18	34	±5
USMCR	50	±8	48	15	36	±13
ANG	46	±4	63	11	27	±5
USAFR	43	±3	62	12	27	±5
Enlisted	49	±3	54	15	31	±4
E1 – E4	46	±5	51	15	34	±7
E5 – E9	51	±3	55	15	30	±4
Officers	50	±3	59	17	23	±4

Note. Percent responding are Reserve component members who answered the question and who experienced racial/ethnic-related behaviors (Q53/Q54).

61. Continued	Percent Responding		Percentages			Max ME
			1	2	3	
HISPANIC	45	±3	51	19	30	±5
ARNG	47	±6	52	24	24	±9
USAR	45	±6	51	17	33	±8
USNR	44	±7	44	14	42	±10
USMCR	43	±8	47	16	37	±13
ANG	40	±8	49	18	33	±17
USAFR	41	±9	61	9	30	±15
Enlisted	45	±4	50	19	31	±5
E1 – E4	42	±6	50	18	32	±8
E5 – E9	48	±5	51	20	29	±7
Officers	45	±5	56	17	27	±7
AIAN	29	±8	41	17	42	±15
ARNG	30	±12	32	19	NR	±14
USAR	22	±11	45	19	36	±14
USNR	28	±15	51	25	23	±18
ANG	34	±30	NR	6	NR	±14
USAFR	33	±13	47	14	39	±14
Enlisted	27	±9	41	16	43	±16
Officers	46	±14	44	20	NR	±17
ASIAN	48	±5	46	24	30	±7
ARNG	50	±11	46	22	31	±14
USAR	49	±8	43	29	28	±10
USNR	46	±9	40	28	32	±15
USMCR	62	±11	NR	NR	17	±11
ANG	35	±5	49	19	32	±7
USAFR	46	±14	NR	14	NR	±14
Enlisted	49	±6	45	25	30	±8
Officers	43	±6	51	22	27	±9
NHPI	42	±11	NR	15	NR	±8
ARNG	46	±24	NR	6	NR	±11
USAR	43	±6	29	26	45	±8
USNR	56	±33	NR	NR	NR	
ANG	30	±15	32	14	54	±15
USAFR	37	±10	38	NR	38	±17
Enlisted	44	±12	NR	14	NR	±8
Officers	28	±11	35	19	46	±13
TWO OR MORE RACES	43	±9	60	20	20	±13
ARNG	42	±15	NR	3	NR	±4
USAR	53	±20	NR	NR	7	±8
USNR	41	±14	56	16	28	±13
USMCR	53	±31	NR	NR	NR	
ANG	27	±13	61	19	20	±17
USAFR	44	±18	NR	NR	NR	
Enlisted	42	±10	57	20	22	±15
Officers	45	±11	76	16	8	±13
USCGR	33	±4	48	14	38	±7
White	30	±4	48	12	40	±9
Black	41	±14	NR	NR	NR	
Hispanic	49	±11	38	24	37	±15
Other Race/Ethnicity	37	±9	53	13	34	±17
Enlisted	33	±4	46	15	39	±8
E1 – E4	36	±7	39	18	43	±13
E5 – E9	30	±5	53	13	35	±9
Officers	34	±6	57	9	34	±11

NR: Not reportable

**62. Did any of the behaviors in the situation on base occur...**

- a. At your military work (the place where you perform your military duties)?
- b. During duty hours?
- c. In a military work environment where members of your racial/ethnic background are uncommon?
- d. At a military non-work location (for example, gym, quarters/housing, exchange/commissary, bowling alley)?

	Percent Responding		Percentages				Max ME
			a	b	c	d	
TOTAL DOD	37	±2	49	52	18	15	±3
ARNG	40	±3	50	53	18	16	±4
USAR	41	±3	48	51	19	16	±5
USNR	35	±4	43	43	17	12	±6
USMCR	39	±5	40	41	15	13	±7
ANG	27	±4	53	57	16	12	±7
USAFR	28	±4	57	60	24	13	±7
Enlisted	38	±2	48	51	18	16	±3
E1 – E4	36	±3	45	49	18	16	±4
E5 – E9	39	±2	51	53	18	15	±4
Officers	32	±2	54	56	18	13	±3
O1 – O3	36	±3	56	59	21	15	±5
O4 – O6	29	±3	53	54	16	11	±5
Male	37	±2	47	50	18	15	±3
Female	38	±3	58	62	20	14	±5
AGR/FTS/AR	44	±4	48	50	18	10	±6
Other Selected Reserve	36	±2	49	52	18	16	±3
Reserve Unit	37	±2	49	52	18	16	±3
Military Technician	32	±5	51	58	21	17	±9
IMA	26	±5	56	62	17	12	±9
Not Activated Past 12 Months	33	±2	46	48	17	13	±3
Activated Past 12 Months	44	±4	55	58	20	20	±5
Not Deployed Past 12 Months	33	±2	46	48	16	14	±3
Deployed Past 12 Months	49	±3	55	59	22	18	±4
Deployed OIF/OEF	48	±4	58	63	22	19	±5
WHITE	33	±2	48	50	11	14	±4
ARNG	36	±3	47	51	9	15	±5
USAR	37	±5	48	50	14	16	±7
USNR	30	±5	44	42	12	11	±10
USMCR	35	±6	37	36	9	14	±11
ANG	24	±4	54	55	10	11	±10
USAFR	21	±5	57	59	20	14	±12
Enlisted	34	±3	47	50	11	15	±4
E1 – E4	32	±4	43	48	10	15	±6
E5 – E9	35	±3	50	51	12	15	±5
Officers	28	±2	53	54	10	11	±5
BLACK	49	±3	53	56	27	14	±4
ARNG	53	±4	57	59	30	17	±6
USAR	48	±4	47	51	23	13	±6
USNR	47	±4	48	48	21	13	±5
USMCR	50	±8	53	56	27	14	±13
ANG	46	±4	60	62	33	9	±5
USAFR	42	±3	58	62	30	11	±5
Enlisted	49	±3	52	55	26	14	±4
E1 – E4	46	±5	49	52	25	15	±7
E5 – E9	51	±3	54	57	27	13	±4
Officers	50	±3	57	61	32	13	±4

Note. Percent responding are Reserve component members who answered the question and who experienced racial/ethnic-related behaviors at a military installation (Q53/Q54/Q61).

62. Continued	Percent Responding		Percentages				Max ME
			a	b	c	d	
HISPANIC	45	±3	51	56	31	19	±5
ARNG	47	±6	54	59	38	22	±9
USAR	45	±6	52	56	29	19	±8
USNR	44	±7	39	40	23	15	±10
USMCR	42	±8	46	50	19	13	±13
ANG	40	±8	48	58	27	21	±16
USAFR	41	±9	58	61	29	10	±14
Enlisted	45	±4	51	55	31	19	±5
E1 – E4	41	±6	51	55	34	22	±9
E5 – E9	48	±5	52	55	29	17	±7
Officers	45	±5	54	59	35	14	±7
AIAN	29	±8	36	46	25	19	±13
ARNG	30	±12	37	41	27	23	±17
USAR	22	±11	45	46	27	19	±12
USNR	28	±15	38	42	31	24	±18
ANG	34	±30	NR	NR	NR	4	±10
USAFR	33	±13	46	46	29	21	±14
Enlisted	27	±9	33	44	22	18	±15
Officers	46	±14	NR	NR	40	NR	±16
ASIAN	48	±5	46	48	34	19	±7
ARNG	50	±11	49	50	39	23	±16
USAR	49	±8	44	45	33	24	±8
USNR	46	±9	43	41	29	12	±17
USMCR	62	±11	NR	NR	NR	12	±9
ANG	34	±5	48	49	30	18	±7
USAFR	46	±14	NR	NR	NR	10	±11
Enlisted	49	±6	46	47	34	19	±8
Officers	43	±6	49	55	36	21	±9
NHPI	42	±11	NR	NR	NR	14	±9
ARNG	45	±24	NR	NR	NR	NR	
USAR	43	±6	40	38	28	22	±8
USNR	56	±33	NR	NR	NR	NR	
ANG	30	±14	37	36	22	6	±16
USAFR	37	±10	44	38	24	NR	±17
Enlisted	44	±12	NR	NR	NR	15	±10
Officers	28	±11	45	40	29	13	±13
TWO OR MORE RACES	43	±9	56	57	23	23	±13
ARNG	42	±15	NR	NR	NR	14	±14
USAR	53	±20	NR	NR	6	NR	±7
USNR	41	±14	58	55	34	27	±18
USMCR	53	±31	NR	NR	NR	NR	
ANG	27	±13	71	73	NR	NR	±13
USAFR	44	±18	NR	NR	20	NR	±17
Enlisted	42	±10	53	55	21	22	±15
Officers	45	±11	71	71	NR	NR	±15
USCGR	33	±4	49	49	17	11	±7
White	30	±4	47	49	8	9	±9
Black	41	±14	NR	NR	NR	NR	
Hispanic	49	±11	51	41	35	21	±15
Other Race/Ethnicity	37	±9	59	61	35	16	±16
Enlisted	33	±4	50	49	16	12	±8
E1 – E4	36	±7	48	48	19	15	±12
E5 – E9	30	±5	51	51	14	10	±9
Officers	34	±6	47	47	18	8	±11

NR: Not reportable
















































## 63. Did any of the behaviors in the situation occur while you were...

## a. Deployed?

































1. Yes

2. No

3. Does not apply

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes		
			1	2	3				
TOTAL DOD	45	±2	22	31	47	±2	42.0	±3.0	
ARNG	48	±3	27	27	46	±4	50.0	±5.0	
USAR	50	±3	25	30	45	±4	45.0	±6.0	
USNR	43	±4	15	32	53	±5	33.0	±8.0	
USMCR	45	±5	15	39	46	±7	28.0	±9.0	
ANG	33	±4	14	45	40	±7	24.0	±8.0	
USAFR	36	±4	10	33	57	±6	23.0	±9.0	
Enlisted	46	±2	23	31	46	±3	43.0	±4.0	
E1 – E4	44	±3	18	27	54	±4	41.0	±6.0	
E5 – E9	47	±2	26	33	41	±3	44.0	±4.0	
Officers	39	±2	20	32	47	±3	38.0	±4.0	
O1 – O3	42	±3	21	32	47	±4	40.0	±6.0	
O4 – O6	37	±3	19	32	49	±4	37.0	±6.0	
Male	44	±2	23	31	45	±3	42.0	±3.0	
Female	47	±3	19	29	52	±4	40.0	±6.0	
AGR/FTS/AR	51	±4	13	40	47	±6	25.0	±7.0	
Other Selected Reserve	44	±2	23	30	46	±3	44.0	±3.0	
Reserve Unit	45	±2	24	30	46	±3	44.0	±3.0	
Military Technician	41	±5	20	28	52	±8	42.0	±11.0	
IMA	32	±5	15	36	49	±8	29.0	±13.0	
Not Activated Past 12 Months	41	±2	12	34	54	±3	27.0	±4.0	
Activated Past 12 Months	50	±4	42	25	32	±5	62.0	±6.0	
Not Deployed Past 12 Months	42	±2	10	35	55	±3	22.0	±3.0	
Deployed Past 12 Months	55	±3	51	22	28	±4	70.0	±4.0	
Deployed OIF/OEF	56	±4	55	20	26	±5	74.0	±5.0	
WHITE	40	±2	22	30	48	±3	42.0	±5.0	
ARNG	44	±3	26	26	48	±5	50.0	±7.0	
USAR	46	±5	25	30	46	±7	45.0	±9.0	
USNR	37	±5	17	27	56	±9	39.0	±13.0	
USMCR	40	±6	13	40	47	±10	24.0	±13.0	
ANG	29	±5	13	46	41	±9	22.0	±12.0	
USAFR	30	±5	10	28	62	±10	27.0	±16.0	
Enlisted	41	±3	23	30	48	±4	43.0	±5.0	
E1 – E4	40	±4	18	25	57	±6	41.0	±8.0	
E5 – E9	42	±3	26	33	41	±5	44.0	±6.0	
Officers	35	±2	19	32	50	±4	37.0	±5.0	
BLACK	57	±3	22	33	45	±3	40.0	±4.0	
ARNG	60	±4	25	32	42	±6	44.0	±7.0	
USAR	56	±4	24	29	46	±6	45.0	±7.0	
USNR	56	±4	13	37	51	±5	26.0	±5.0	
USMCR	58	±8	18	39	43	±13	32.0	±11.0	
ANG	52	±4	17	42	41	±5	29.0	±7.0	
USAFR	50	±3	11	41	48	±4	22.0	±5.0	
Enlisted	57	±3	22	33	45	±4	40.0	±5.0	
E1 – E4	52	±5	18	31	51	±6	37.0	±9.0	
E5 – E9	60	±3	24	35	41	±4	41.0	±5.0	
Officers	56	±3	24	34	42	±4	41.0	±5.0	

Note. Percent responding are Reserve component members who answered the question and who experienced racial/ethnic-related behaviors (Q53/Q54). Percentage Reporting Yes does not include those Reserve component members who indicated "Does not apply."

63a. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes		
			1	2	3				
HISPANIC	54	±3	26	33	41	±4	44.0	±6.0	
ARNG	56	±6	35	28	37	±8	56.0	±11.0	
USAR	55	±6	26	32	41	±8	45.0	±10.0	
USNR	54	±8	12	37	51	±10	24.0	±13.0	
USMCR	52	±8	22	35	43	±12	39.0	±16.0	
ANG	49	±8	14	50	36	±12	22.0	±11.0	
USAFR	50	±9	8	41	51	±14	16.0	±9.0	
Enlisted	54	±4	26	33	41	±5	44.0	±6.0	
E1 – E4	53	±6	23	29	47	±7	44.0	±10.0	
E5 – E9	56	±4	28	36	36	±6	43.0	±8.0	
Officers	51	±5	25	32	43	±6	43.0	±8.0	
AIAN	42	±10	28	19	53	±15	60.0	±15.0	
ARNG	48	±16	NR	14	NR	±9	67.0	±18.0	
USAR	32	±18	18	27	NR	±18	40.0	±11.0	
USNR	32	±16	23	24	53	±13	NR		
ANG	36	±30	NR	NR	NR		NR		
USAFR	38	±14	11	49	40	±12	18.0	±14.0	
Enlisted	41	±11	28	17	55	±17	63.0	±16.0	
Officers	48	±14	30	36	35	±17	NR		
ASIAN	54	±5	19	32	49	±6	37.0	±8.0	
ARNG	58	±11	24	29	48	±13	NR		
USAR	53	±8	22	34	45	±8	39.0	±8.0	
USNR	55	±9	19	32	49	±18	NR		
USMCR	65	±10	12	NR	NR	±9	NR		
ANG	41	±5	11	40	50	±7	21.0	±8.0	
USAFR	50	±14	7	22	72	±16	24.0	±10.0	
Enlisted	56	±6	19	30	50	±7	39.0	±9.0	
Officers	49	±5	17	40	44	±9	30.0	±9.0	
NHPI	50	±11	NR	38	39	±17	NR		
ARNG	52	±24	NR	NR	NR		NR		
USAR	51	±7	26	28	47	±9	48.0	±10.0	
USNR	63	±28	NR	NR	NR		NR		
ANG	39	±19	4	NR	NR	±6	11.0	±12.0	
USAFR	44	±11	18	27	55	±15	NR		
Enlisted	50	±12	NR	NR	37	±15	NR		
Officers	48	±18	11	NR	NR	±11	31.0	±15.0	
TWO OR MORE RACES	50	±9	20	32	47	±13	39.0	±17.0	
ARNG	50	±16	NR	NR	NR		NR		
USAR	64	±19	NR	NR	NR		NR		
USNR	45	±15	18	46	36	±13	28.0	±16.0	
USMCR	75	±18	5	NR	NR	±13	NR		
ANG	34	±15	NR	NR	31	±15	NR		
USAFR	45	±18	10	NR	NR	±16	NR		
Enlisted	50	±10	19	32	49	±15	NR		
Officers	52	±11	NR	35	36	±15	NR		
USCGR	39	±4	11	31	58	±6	27.0	±9.0	
White	36	±5	7	30	62	±8	19.0	±11.0	
Black	51	±15	NR	NR	NR		NR		
Hispanic	54	±11	23	31	45	±15	NR		
Other Race/Ethnicity	41	±9	23	41	37	±14	NR		
Enlisted	38	±5	11	29	60	±7	28.0	±10.0	
E1 – E4	40	±8	9	25	66	±12	NR		
E5 – E9	37	±5	13	32	55	±8	30.0	±12.0	
Officers	41	±7	11	39	51	±11	22.0	±13.0	

NR: Not reportable
















































## 63. Did any of the behaviors in the situation occur while you were...

## b. At your civilian job?

1. Yes

2. No

3. Does not apply

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes		
			1	2	3				
<b>TOTAL DOD</b>	45	±2	11	39	50	±2	22.0	±3.0	
ARNG	48	±3	10	38	52	±4	20.0	±4.0	
USAR	50	±3	10	43	46	±4	19.0	±5.0	
USNR	44	±4	15	32	53	±5	32.0	±7.0	
USMCR	45	±5	10	46	45	±7	18.0	±8.0	
ANG	33	±4	12	42	45	±7	23.0	±8.0	
USAFR	36	±4	15	31	54	±6	32.0	±8.0	
Enlisted	46	±2	11	39	50	±3	22.0	±3.0	
E1 – E4	44	±3	10	39	51	±4	21.0	±5.0	
E5 – E9	47	±2	11	40	49	±3	22.0	±4.0	
Officers	39	±2	11	39	50	±3	22.0	±3.0	
O1 – O3	42	±3	9	45	46	±4	17.0	±4.0	
O4 – O6	37	±3	11	34	55	±4	24.0	±5.0	
Male	44	±2	11	40	49	±3	22.0	±3.0	
Female	47	±3	10	38	52	±4	20.0	±5.0	
AGR/FTS/AR	51	±4	4	35	60	±6	11.0	±6.0	
Other Selected Reserve	44	±2	12	40	49	±3	22.0	±3.0	
Reserve Unit	45	±2	11	40	49	±3	22.0	±3.0	
Military Technician	41	±5	17	38	45	±8	31.0	±10.0	
IMA	32	±5	18	31	50	±8	37.0	±12.0	
Not Activated Past 12 Months	41	±2	13	36	51	±3	26.0	±4.0	
Activated Past 12 Months	50	±4	7	46	46	±5	14.0	±5.0	
Not Deployed Past 12 Months	42	±2	12	37	51	±3	24.0	±3.0	
Deployed Past 12 Months	55	±3	9	45	47	±4	16.0	±4.0	
Deployed OIF/OEF	55	±4	8	46	46	±5	14.0	±5.0	
<b>WHITE</b>	40	±2	9	38	53	±3	19.0	±4.0	
ARNG	44	±3	8	38	54	±5	18.0	±6.0	
USAR	46	±5	8	44	49	±7	15.0	±8.0	
USNR	38	±5	13	27	60	±9	33.0	±14.0	
USMCR	40	±6	8	46	45	±10	15.0	±13.0	
ANG	29	±5	11	42	47	±9	20.0	±12.0	
USAFR	30	±5	11	26	63	±10	31.0	±16.0	
Enlisted	41	±3	9	39	53	±4	19.0	±5.0	
E1 – E4	40	±4	8	37	54	±6	18.0	±7.0	
E5 – E9	42	±3	9	39	51	±5	19.0	±6.0	
Officers	35	±2	10	37	53	±4	20.0	±5.0	
<b>BLACK</b>	57	±3	14	41	44	±3	26.0	±4.0	
ARNG	60	±4	12	43	45	±6	21.0	±7.0	
USAR	56	±4	15	41	44	±6	26.0	±7.0	
USNR	56	±4	17	35	48	±6	32.0	±6.0	
USMCR	57	±8	15	46	39	±12	24.0	±12.0	
ANG	52	±4	18	39	44	±5	31.0	±6.0	
USAFR	50	±3	20	37	43	±4	36.0	±5.0	
Enlisted	57	±3	14	41	45	±4	26.0	±4.0	
E1 – E4	53	±5	14	40	46	±6	26.0	±8.0	
E5 – E9	59	±3	14	42	44	±4	25.0	±5.0	
Officers	56	±3	16	42	42	±4	27.0	±4.0	

Note. Percent responding are Reserve component members who answered the question and who experienced racial/ethnic-related behaviors (Q53/Q54). Percentage Reporting Yes does not include those Reserve component members who indicated "Does not apply."



63b. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes		
			1	2	3				
HISPANIC	54	±3	13	42	45	±5	24.0	±6.0	
ARNG	56	±6	14	38	48	±8	26.0	±12.0	
USAR	55	±6	10	47	43	±8	18.0	±10.0	
USNR	54	±8	19	39	43	±10	32.0	±14.0	
USMCR	52	±8	10	41	48	±12	20.0	±15.0	
ANG	49	±8	16	45	39	±13	27.0	±17.0	
USAFR	49	±9	12	39	48	±14	24.0	±11.0	
Enlisted	54	±4	13	42	45	±5	24.0	±6.0	
E1 – E4	53	±6	12	42	46	±8	22.0	±10.0	
E5 – E9	56	±4	14	42	43	±6	25.0	±8.0	
Officers	51	±5	11	37	52	±6	23.0	±6.0	
AIAN	42	±10	9	29	62	±13	24.0	±11.0	
ARNG	48	±16	8	20	72	±14	29.0	±15.0	
USAR	32	±18	10	NR	NR	±9	23.0	±11.0	
USNR	32	±16	15	36	49	±13	30.0	±15.0	
ANG	36	±30	6	NR	NR	±12	NR		
USAFR	38	±14	21	46	33	±13	32.0	±15.0	
Enlisted	41	±11	8	28	64	±14	23.0	±12.0	
Officers	48	±14	15	38	47	±16	NR		
ASIAN	54	±5	16	37	47	±6	30.0	±7.0	
ARNG	58	±11	12	35	53	±13	25.0	±10.0	
USAR	53	±8	15	40	46	±8	27.0	±7.0	
USNR	55	±9	18	38	44	±14	32.0	±14.0	
USMCR	65	±10	NR	NR	26	±13	NR		
ANG	41	±5	18	34	48	±7	35.0	±9.0	
USAFR	51	±14	NR	24	NR	±16	NR		
Enlisted	55	±6	16	36	49	±7	31.0	±8.0	
Officers	49	±5	15	47	38	±9	24.0	±10.0	
NHPI	50	±11	NR	36	40	±17	NR		
ARNG	52	±24	NR	NR	NR		NR		
USAR	51	±7	20	31	49	±9	39.0	±10.0	
USNR	63	±28	NR	NR	NR		NR		
ANG	39	±19	11	NR	NR	±14	NR		
USAFR	44	±11	25	19	56	±17	NR		
Enlisted	50	±12	NR	NR	39	±15	NR		
Officers	48	±18	9	NR	NR	±12	NR		
TWO OR MORE RACES	51	±9	10	48	41	±12	17.0	±12.0	
ARNG	51	±16	8	NR	NR	±14	NR		
USAR	65	±19	4	NR	NR	±5	8.0	±11.0	
USNR	45	±15	18	48	34	±13	28.0	±15.0	
USMCR	75	±18	NR	NR	NR		NR		
ANG	35	±15	13	NR	30	±15	18.0	±14.0	
USAFR	46	±18	NR	NR	22	±15	NR		
Enlisted	50	±10	11	47	42	±14	18.0	±14.0	
Officers	53	±11	7	56	36	±15	11.0	±10.0	
USCGR	39	±4	21	29	50	±6	43.0	±9.0	
White	36	±5	23	27	51	±8	46.0	±11.0	
Black	51	±15	NR	NR	NR		NR		
Hispanic	54	±11	21	23	57	±14	NR		
Other Race/Ethnicity	41	±9	13	55	32	±13	20.0	±13.0	
Enlisted	38	±5	23	27	50	±7	46.0	±10.0	
E1 – E4	40	±8	27	22	51	±12	56.0	±16.0	
E5 – E9	37	±5	19	32	49	±8	37.0	±12.0	
Officers	41	±7	15	36	49	±10	29.0	±15.0	

NR: Not reportable

## 63. Did any of the behaviors in the situation occur while you were...

## c. At your civilian school?

1. Yes

2. No

3. Does not apply

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes		
			1	2	3				
TOTAL DOD	45	±2	3	41	55	±2	8.0	±2.0	
ARNG	48	±3	3	40	56	±4	8.0	±3.0	
USAR	50	±3	3	44	53	±4	7.0	±4.0	
USNR	43	±4	4	34	63	±5	10.0	±6.0	
USMCR	45	±5	6	49	45	±7	12.0	±8.0	
ANG	33	±4	2	49	49	±7	5.0	±6.0	
USAFR	36	±4	3	34	63	±6	7.0	±7.0	
Enlisted	46	±2	4	42	55	±3	8.0	±2.0	
E1 – E4	44	±3	5	40	55	±4	10.0	±4.0	
E5 – E9	47	±2	3	43	55	±3	6.0	±3.0	
Officers	39	±2	2	41	57	±3	5.0	±2.0	
O1 – O3	42	±3	3	45	52	±4	6.0	±3.0	
O4 – O6	37	±3	1	37	62	±4	3.0	±3.0	
Male	44	±2	4	41	55	±3	8.0	±2.0	
Female	47	±3	2	42	56	±4	5.0	±3.0	
AGR/FTS/AR	51	±4	2	37	61	±6	6.0	±5.0	
Other Selected Reserve	44	±2	3	42	55	±3	8.0	±2.0	
Reserve Unit	45	±2	4	42	55	±3	8.0	±2.0	
Military Technician	41	±5	2	43	54	±8	5.0	±5.0	
IMA	32	±5	2	39	60	±8	4.0	±5.0	
Not Activated Past 12 Months	41	±2	4	39	57	±3	9.0	±3.0	
Activated Past 12 Months	50	±4	2	46	52	±5	5.0	±3.0	
Not Deployed Past 12 Months	42	±2	4	39	56	±3	9.0	±3.0	
Deployed Past 12 Months	55	±3	2	46	52	±4	4.0	±2.0	
Deployed OIF/OEF	55	±4	2	46	52	±5	4.0	±2.0	
WHITE	40	±2	2	40	58	±3	6.0	±3.0	
ARNG	44	±3	2	38	60	±5	5.0	±5.0	
USAR	46	±5	2	43	55	±7	5.0	±7.0	
USNR	37	±5	3	27	70	±8	10.0	±14.0	
USMCR	40	±6	6	50	44	±10	11.0	±13.0	
ANG	29	±5	2	49	49	±9	5.0	±9.0	
USAFR	30	±5	1	28	70	±10	NR		
Enlisted	41	±3	2	40	58	±4	6.0	±3.0	
E1 – E4	40	±4	4	38	59	±6	9.0	±6.0	
E5 – E9	42	±3	2	41	57	±5	4.0	±4.0	
Officers	35	±2	2	39	59	±4	5.0	±3.0	
BLACK	57	±3	5	45	50	±3	11.0	±3.0	
ARNG	60	±4	6	47	48	±6	11.0	±6.0	
USAR	56	±4	6	42	52	±6	12.0	±7.0	
USNR	56	±4	4	41	55	±5	9.0	±5.0	
USMCR	58	±8	9	50	41	±12	15.0	±11.0	
ANG	52	±4	3	48	49	±5	6.0	±4.0	
USAFR	50	±3	3	44	52	±4	7.0	±4.0	
Enlisted	57	±3	6	44	50	±4	11.0	±4.0	
E1 – E4	53	±5	7	43	51	±6	14.0	±7.0	
E5 – E9	59	±3	5	45	50	±4	9.0	±4.0	
Officers	56	±3	3	47	50	±4	6.0	±3.0	

Note. Percent responding are Reserve component members who answered the question and who experienced racial/ethnic-related behaviors (Q53/Q54). Percentage Reporting Yes does not include those Reserve component members who indicated "Does not apply."

NR: Not reportable

63c. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes		
			1	2	3				
HISPANIC	54	±3	4	45	51	±5	8.0	±4.0	
ARNG	56	±6	6	41	53	±8	13.0	±9.0	
USAR	54	±6	2	50	48	±7	4.0	±7.0	
USNR	54	±8	3	39	58	±9	8.0	±8.0	
USMCR	52	±8	6	45	49	±12	NR		
ANG	49	±8	2	49	49	±12	3.0	±5.0	
USAFR	50	±9	2	43	54	±13	5.0	±6.0	
Enlisted	54	±4	4	45	51	±5	9.0	±5.0	
E1 – E4	53	±6	6	44	50	±8	12.0	±9.0	
E5 – E9	56	±4	3	46	51	±6	6.0	±4.0	
Officers	51	±5	2	39	59	±6	4.0	±4.0	
AIAN	42	±10	4	36	60	±14	10.0	±11.0	
ARNG	48	±16	4	NR	NR	±8	NR		
USAR	32	±18	6	NR	NR	±8	16.0	±11.0	
USNR	32	±16	3	40	57	±13	8.0	±12.0	
ANG	36	±30	1	NR	NR	±4	NR		
USAFR	38	±14	NR	54	46	±12	NR		
Enlisted	41	±11	4	35	60	±16	11.0	±12.0	
Officers	48	±14	2	43	55	±15	5.0	±9.0	
ASIAN	54	±5	6	43	51	±6	13.0	±4.0	
ARNG	58	±11	6	43	50	±13	12.0	±8.0	
USAR	53	±8	8	44	49	±8	15.0	±7.0	
USNR	55	±9	5	45	50	±13	11.0	±9.0	
USMCR	65	±10	11	NR	NR	±8	17.0	±14.0	
ANG	40	±5	4	40	55	±7	9.0	±8.0	
USAFR	50	±14	3	26	71	±17	10.0	±7.0	
Enlisted	55	±6	7	41	52	±7	14.0	±5.0	
Officers	48	±5	4	50	47	±8	7.0	±3.0	
NHPI	49	±11	5	NR	45	±15	10.0	±8.0	
ARNG	52	±24	1	NR	NR	±4	1.0	±6.0	
USAR	51	±7	14	36	50	±9	29.0	±10.0	
USNR	63	±28	NR	NR	NR		NR		
ANG	39	±19	4	NR	NR	±10	NR		
USAFR	44	±11	NR	27	67	±16	NR		
Enlisted	50	±12	5	NR	43	±16	8.0	±8.0	
Officers	48	±18	9	23	NR	±17	NR		
TWO OR MORE RACES	50	±9	6	46	48	±12	11.0	±13.0	
ARNG	50	±16	NR	NR	NR		NR		
USAR	64	±19	2	NR	NR	±3	5.0	±9.0	
USNR	45	±15	15	51	34	±13	23.0	±15.0	
USMCR	75	±18	NR	NR	NR		NR		
ANG	35	±15	1	61	38	±17	2.0	±7.0	
USAFR	45	±18	NR	NR	NR		NR		
Enlisted	50	±10	6	44	49	±14	13.0	±16.0	
Officers	52	±11	2	54	43	±15	4.0	±6.0	
USCGR	39	±4	6	36	58	±6	14.0	±9.0	
White	36	±5	6	34	60	±8	16.0	±12.0	
Black	51	±15	NR	NR	NR		NR		
Hispanic	54	±11	8	34	58	±14	NR		
Other Race/Ethnicity	41	±9	3	61	36	±13	4.0	±7.0	
Enlisted	38	±5	7	34	59	±7	16.0	±11.0	
E1 – E4	40	±8	10	32	58	±12	NR		
E5 – E9	37	±5	4	35	61	±8	10.0	±11.0	
Officers	41	±7	2	45	52	±10	5.0	±9.0	

NR: Not reportable
















































## 63. Did any of the behaviors in the situation occur while you were...

## d. Near your place of residence?

1. Yes

2. No

3. Does not apply
















































	Percent Responding		Percentages			Max ME	Percentage Reporting Yes		
			1	2	3				
TOTAL DOD	45	±2	7	43	50	±2	14.0	±2.0	
ARNG	48	±3	6	42	52	±4	13.0	±4.0	
USAR	50	±3	7	46	47	±4	13.0	±4.0	
USNR	43	±4	9	37	54	±5	20.0	±7.0	
USMCR	45	±5	10	48	42	±7	17.0	±8.0	
ANG	33	±4	4	51	45	±7	8.0	±5.0	
USAFR	36	±4	8	37	55	±6	18.0	±9.0	
Enlisted	46	±2	7	43	50	±3	14.0	±3.0	
E1 – E4	44	±3	8	42	50	±4	15.0	±4.0	
E5 – E9	47	±2	7	44	49	±3	13.0	±3.0	
Officers	39	±2	5	44	50	±3	11.0	±3.0	
O1 – O3	42	±3	6	47	48	±4	11.0	±4.0	
O4 – O6	36	±3	5	42	53	±4	11.0	±4.0	
Male	44	±2	7	44	49	±3	14.0	±3.0	
Female	47	±3	5	42	52	±4	11.0	±4.0	
AGR/FTS/AR	51	±4	9	41	50	±6	18.0	±7.0	
Other Selected Reserve	44	±2	7	44	50	±3	13.0	±2.0	
Reserve Unit	45	±2	7	44	50	±3	13.0	±3.0	
Military Technician	41	±5	6	41	53	±8	12.0	±8.0	
IMA	32	±5	5	43	52	±8	10.0	±7.0	
Not Activated Past 12 Months	41	±2	7	42	51	±3	14.0	±3.0	
Activated Past 12 Months	50	±4	7	47	46	±5	13.0	±5.0	
Not Deployed Past 12 Months	41	±2	7	41	51	±3	15.0	±3.0	
Deployed Past 12 Months	55	±3	6	48	46	±4	11.0	±3.0	
Deployed OIF/OEF	55	±4	6	49	45	±5	11.0	±4.0	
WHITE	40	±2	6	42	52	±3	12.0	±3.0	
ARNG	44	±3	5	41	54	±5	11.0	±5.0	
USAR	46	±5	5	45	49	±7	10.0	±7.0	
USNR	37	±5	10	29	61	±9	26.0	±14.0	
USMCR	39	±6	9	48	43	±10	15.0	±13.0	
ANG	29	±5	4	51	46	±9	7.0	±8.0	
USAFR	30	±5	8	30	62	±10	21.0	±17.0	
Enlisted	41	±3	6	42	53	±4	12.0	±4.0	
E1 – E4	40	±4	6	40	53	±6	13.0	±7.0	
E5 – E9	42	±3	5	43	52	±5	11.0	±5.0	
Officers	35	±2	5	43	52	±4	10.0	±4.0	
BLACK	57	±3	8	46	46	±3	16.0	±4.0	
ARNG	60	±4	10	45	45	±6	18.0	±7.0	
USAR	56	±4	8	47	46	±6	14.0	±6.0	
USNR	56	±4	9	42	49	±6	17.0	±5.0	
USMCR	58	±8	10	52	38	±12	15.0	±10.0	
ANG	52	±4	8	47	45	±5	15.0	±5.0	
USAFR	49	±3	5	47	48	±4	9.0	±4.0	
Enlisted	57	±3	9	46	46	±4	16.0	±4.0	
E1 – E4	53	±5	9	45	46	±6	16.0	±7.0	
E5 – E9	59	±3	8	46	46	±4	16.0	±4.0	
Officers	56	±3	7	48	45	±4	13.0	±3.0	

Note. Percent responding are Reserve component members who answered the question and who experienced racial/ethnic-related behaviors (Q53/Q54). Percentage Reporting Yes does not include those Reserve component members who indicated "Does not apply."














































63d. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes		
			1	2	3				
HISPANIC	54	±3	8	46	46	±5	15.0	±5.0	
ARNG	56	±6	9	42	50	±8	17.0	±11.0	
USAR	54	±6	10	49	41	±8	17.0	±10.0	
USNR	54	±8	5	48	47	±10	10.0	±7.0	
USMCR	52	±8	11	43	46	±12	NR		
ANG	49	±8	4	56	40	±11	7.0	±6.0	
USAFR	49	±9	5	44	51	±13	10.0	±7.0	
Enlisted	54	±4	8	46	45	±5	15.0	±6.0	
E1 – E4	53	±6	10	45	45	±8	19.0	±10.0	
E5 – E9	56	±4	7	47	46	±6	12.0	±6.0	
Officers	51	±5	7	41	52	±6	15.0	±7.0	
AIAN	42	±10	6	37	57	±14	14.0	±10.0	
ARNG	48	±16	6	NR	NR	±8	NR		
USAR	32	±18	7	NR	NR	±8	14.0	±11.0	
USNR	32	±16	7	45	48	±13	13.0	±12.0	
ANG	36	±30	3	NR	NR	±7	NR		
USAFR	38	±14	8	54	37	±12	13.0	±13.0	
Enlisted	41	±11	6	35	59	±16	15.0	±12.0	
Officers	48	±14	4	49	NR	±15	8.0	±9.0	
ASIAN	54	±5	10	47	43	±6	18.0	±6.0	
ARNG	58	±11	7	45	48	±13	14.0	±8.0	
USAR	53	±8	13	44	43	±8	22.0	±8.0	
USNR	55	±9	9	51	41	±13	15.0	±9.0	
USMCR	64	±11	9	66	25	±16	11.0	±11.0	
ANG	40	±5	8	43	49	±7	16.0	±8.0	
USAFR	50	±14	NR	NR	NR		NR		
Enlisted	55	±6	11	46	43	±7	19.0	±7.0	
Officers	48	±5	7	49	43	±8	13.0	±7.0	
NHPI	50	±11	NR	45	40	±16	NR		
ARNG	52	±24	NR	NR	NR		NR		
USAR	51	±7	10	40	49	±9	20.0	±9.0	
USNR	63	±28	NR	NR	NR		NR		
ANG	39	±19	5	NR	NR	±10	NR		
USAFR	44	±11	9	41	50	±16	NR		
Enlisted	50	±12	NR	NR	39	±15	NR		
Officers	48	±18	6	NR	NR	±9	NR		
TWO OR MORE RACES	50	±9	13	46	41	±12	22.0	±16.0	
ARNG	50	±16	NR	NR	NR		NR		
USAR	64	±19	4	NR	NR	±9	NR		
USNR	43	±14	25	43	33	±14	37.0	±17.0	
USMCR	75	±18	NR	NR	NR		NR		
ANG	34	±15	2	64	34	±17	3.0	±9.0	
USAFR	46	±18	NR	NR	21	±14	NR		
Enlisted	50	±10	15	43	42	±14	25.0	±18.0	
Officers	52	±11	3	61	36	±15	5.0	±7.0	
USCGR	39	±4	8	36	56	±6	18.0	±9.0	
White	36	±5	8	35	58	±8	18.0	±12.0	
Black	51	±15	NR	NR	NR		NR		
Hispanic	54	±11	14	28	58	±14	NR		
Other Race/Ethnicity	41	±9	9	55	36	±13	13.0	±12.0	
Enlisted	38	±5	9	34	57	±7	21.0	±11.0	
E1 – E4	40	±8	12	30	59	±12	NR		
E5 – E9	37	±5	6	37	56	±8	14.0	±11.0	
Officers	41	±7	4	45	51	±10	8.0	±11.0	

NR: Not reportable

**63. Did any of the behaviors in the situation occur at your civilian job or at your civilian school? Constructed from Q63.**

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
TOTAL DOD	45	±2	12	±2	
ARNG	48	±3	11	±3	
USAR	50	±3	12	±3	
USNR	44	±4	17	±5	
USMCR	45	±5	12	±5	
ANG	33	±4	13	±5	
USAFR	36	±4	15	±5	
Enlisted	46	±2	12	±2	
E1 – E4	45	±3	12	±3	
E5 – E9	47	±2	12	±2	
Officers	40	±2	11	±2	
O1 – O3	42	±3	10	±3	
O4 – O6	37	±3	11	±3	
Male	45	±2	12	±2	
Female	47	±3	10	±3	
AGR/FTS/AR	51	±4	5	±3	
Other Selected Reserve	45	±2	13	±2	
Reserve Unit	45	±2	13	±2	
Military Technician	41	±5	18	±6	
IMA	32	±5	19	±8	
Not Activated Past 12 Months	41	±2	14	±2	
Activated Past 12 Months	50	±4	8	±3	
Not Deployed Past 12 Months	42	±2	13	±2	
Deployed Past 12 Months	55	±3	9	±3	
Deployed OIF/OEF	56	±4	8	±3	
WHITE	41	±2	10	±2	
ARNG	44	±3	9	±3	
USAR	47	±5	9	±5	
USNR	38	±5	16	±8	
USMCR	40	±6	10	±9	
ANG	29	±5	11	±7	
USAFR	30	±5	12	±8	
Enlisted	42	±3	10	±3	
E1 – E4	40	±4	10	±4	
E5 – E9	42	±3	10	±3	
Officers	36	±2	10	±3	
BLACK	57	±3	16	±3	
ARNG	61	±4	13	±4	
USAR	56	±4	17	±5	
USNR	57	±4	18	±4	
USMCR	58	±8	17	±9	
ANG	53	±4	18	±4	
USAFR	50	±3	21	±4	
Enlisted	57	±3	16	±3	
E1 – E4	53	±5	17	±5	
E5 – E9	60	±3	15	±3	
Officers	57	±3	17	±3	

Note. Percent responding are Reserve component members who answered the question, who experienced racial/ethnic-related behaviors (Q53/Q54).

63. Continued	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
HISPANIC	54	±3	14	±4	
ARNG	56	±6	15	±7	
USAR	55	±6	12	±6	
USNR	54	±8	20	±10	
USMCR	52	±8	11	±9	
ANG	49	±8	16	±11	
USAFR	50	±9	13	±6	
Enlisted	54	±4	15	±4	
E1 – E4	53	±6	13	±6	
E5 – E9	56	±4	15	±5	
Officers	52	±5	11	±4	
AIAN	42	±10	10	±5	
ARNG	48	±16	9	±8	
USAR	32	±18	10	±9	
USNR	32	±16	16	±10	
ANG	36	±30	7	±13	
USAFR	38	±14	21	±11	
Enlisted	41	±11	9	±6	
Officers	48	±14	15	±13	
ASIAN	55	±5	18	±4	
ARNG	58	±11	14	±6	
USAR	53	±8	18	±5	
USNR	55	±9	20	±8	
USMCR	65	±10	NR		
ANG	41	±5	19	±6	
USAFR	51	±14	NR		
Enlisted	56	±6	19	±5	
Officers	49	±5	16	±6	
NHPI	50	±11	NR		
ARNG	52	±24	NR		
USAR	52	±7	24	±7	
USNR	63	±28	NR		
ANG	39	±19	13	±15	
USAFR	44	±11	25	±17	
Enlisted	50	±12	NR		
Officers	48	±18	12	±14	
TWO OR MORE RACES	51	±9	11	±7	
ARNG	51	±16	9	±13	
USAR	65	±19	5	±5	
USNR	45	±15	24	±11	
USMCR	75	±18	NR		
ANG	35	±15	14	±9	
USAFR	46	±18	NR		
Enlisted	51	±10	12	±8	
Officers	53	±11	8	±6	
USCGR	39	±4	23	±6	
White	36	±5	25	±8	
Black	51	±15	NR		
Hispanic	54	±11	23	±15	
Other Race/Ethnicity	41	±9	13	±9	
Enlisted	38	±5	25	±7	
E1 – E4	40	±8	31	±12	
E5 – E9	37	±5	20	±7	
Officers	41	±7	17	±9	

NR: Not reportable

**64. What was the gender and the number of offenders?**

1. One person (male)      2. One person (female)      3. More than one person (all males)  
 4. More than one person (all females)      5. More than one person (both males and females)      6. Not sure

	Percent Responding		Percentages						Max ME
			1	2	3	4	5	6	
TOTAL DOD	37	±2	27	5	19	1	16	32	±3
ARNG	40	±3	28	4	23	1	14	32	±4
USAR	42	±3	27	7	13	2	22	30	±4
USNR	36	±4	24	5	18	1	17	35	±6
USMCR	40	±5	25	2	22	1	8	42	±7
ANG	27	±4	26	7	18	1	16	33	±7
USAFR	29	±4	25	8	16	1	21	29	±7
Enlisted	38	±2	26	5	19	1	17	33	±3
E1 – E4	37	±3	25	4	19	1	16	36	±4
E5 – E9	39	±2	27	5	20	1	17	30	±3
Officers	32	±2	32	6	16	2	15	29	±3
O1 – O3	36	±3	31	6	18	2	14	28	±5
O4 – O6	29	±3	32	6	15	2	16	29	±5
Male	37	±2	27	4	19	1	15	34	±3
Female	38	±3	25	9	16	2	23	26	±5
AGR/FTS/AR	44	±4	27	5	18	1	16	33	±6
Other Selected Reserve	37	±2	27	5	19	1	16	32	±3
Reserve Unit	37	±2	27	5	19	1	16	32	±3
Military Technician	33	±5	30	5	17	2	14	33	±8
IMA	26	±5	25	11	15	1	24	24	±10
Not Activated Past 12 Months	33	±2	27	6	19	1	16	32	±3
Activated Past 12 Months	44	±4	27	3	20	1	16	32	±5
Not Deployed Past 12 Months	34	±2	27	5	18	1	17	32	±3
Deployed Past 12 Months	49	±3	26	5	20	1	16	32	±4
Deployed OIF/OEF	49	±4	27	4	21	1	15	32	±5
WHITE	33	±2	25	5	18	1	15	35	±4
ARNG	36	±3	26	3	22	1	12	35	±5
USAR	38	±5	24	7	11	2	21	34	±7
USNR	30	±5	22	5	18	0	16	38	±10
USMCR	36	±6	26	2	18	0	8	45	±11
ANG	24	±4	25	8	16	1	16	34	±10
USAFR	22	±5	22	10	14	NR	23	31	±11
Enlisted	34	±3	24	5	19	1	15	36	±4
E1 – E4	33	±4	22	4	18	1	14	41	±6
E5 – E9	35	±3	25	5	20	1	16	32	±5
Officers	28	±2	32	6	13	2	14	33	±5
BLACK	49	±3	29	6	19	1	20	24	±3
ARNG	53	±4	30	4	22	1	19	24	±6
USAR	48	±4	29	7	16	2	22	24	±6
USNR	47	±4	25	5	19	1	19	31	±5
USMCR	51	±8	21	3	30	1	18	27	±17
ANG	45	±4	29	6	20	1	20	25	±5
USAFR	43	±3	29	7	16	2	23	22	±4
Enlisted	49	±3	29	6	19	1	21	25	±4
E1 – E4	46	±5	31	5	20	1	18	25	±7
E5 – E9	51	±3	28	6	18	1	22	25	±4
Officers	49	±3	29	6	25	2	18	20	±5

Note. Percent responding are Reserve component members who answered the question and who experienced racial/ethnic-related behaviors (Q53/Q54).

NR: Not reportable



64. Continued	Percent Responding		Percentages						Max ME
			1	2	3	4	5	6	
HISPANIC	46	±3	30	5	19	1	17	27	±5
ARNG	47	±6	32	5	23	0	17	23	±9
USAR	46	±6	30	8	14	0	23	25	±8
USNR	46	±7	29	3	21	1	15	31	±11
USMCR	44	±8	29	1	25	1	5	39	±13
ANG	40	±8	29	4	22	1	11	34	±16
USAFR	42	±9	32	5	10	1	20	32	±15
Enlisted	46	±4	30	5	19	1	17	28	±5
E1 – E4	44	±6	25	6	22	0	18	29	±8
E5 – E9	47	±5	34	5	17	1	17	27	±7
Officers	45	±5	35	6	20	1	17	21	±7
AIAN	32	±9	25	2	14	0	14	44	±15
ARNG	34	±13	NR	1	16	0	15	NR	±11
USAR	23	±12	31	7	11	2	18	31	±14
USNR	28	±15	27	2	22	NR	14	36	±16
ANG	34	±30	NR	3	NR	1	5	NR	±11
USAFR	33	±13	28	8	20	1	17	27	±15
Enlisted	30	±10	25	2	13	0	13	NR	±17
Officers	46	±14	26	4	23	1	16	NR	±16
ASIAN	48	±5	23	4	22	1	14	37	±7
ARNG	51	±11	18	3	25	0	13	41	±14
USAR	49	±8	29	5	11	2	17	36	±9
USNR	46	±9	26	NR	12	0	NR	36	±12
USMCR	62	±11	10	NR	NR	NR	6	NR	±8
ANG	35	±5	23	5	17	0	15	41	±7
USAFR	46	±14	NR	2	NR	1	12	21	±15
Enlisted	50	±6	20	4	23	0	14	39	±8
Officers	42	±6	37	7	15	3	12	26	±9
NHPI	42	±11	NR	5	NR	0	10	35	±16
ARNG	47	±24	NR	NR	NR	NR	3	NR	±9
USAR	41	±6	21	6	16	0	21	35	±8
USNR	59	±31	NR	NR	NR	NR	NR	NR	
ANG	30	±14	21	NR	24	1	11	37	±17
USAFR	37	±10	28	4	6	1	NR	NR	±17
Enlisted	44	±12	NR	6	NR	0	10	35	±17
Officers	28	±11	36	4	9	2	15	35	±15
TWO OR MORE RACES	43	±9	29	4	22	1	17	27	±14
ARNG	43	±15	NR	NR	NR	NR	11	NR	±15
USAR	53	±20	NR	2	9	1	NR	NR	±12
USNR	42	±14	26	NR	14	1	25	20	±12
USMCR	51	±31	NR	NR	NR	NR	NR	NR	
ANG	27	±12	23	NR	23	1	NR	15	±17
USAFR	44	±18	14	4	NR	1	17	NR	±16
Enlisted	43	±10	30	3	22	0	15	29	±16
Officers	45	±11	24	11	21	1	NR	15	±16
USCGR	33	±4	28	3	17	1	17	35	±7
White	30	±4	29	3	15	0	14	38	±9
Black	39	±14	NR	NR	NR	NR	NR	NR	
Hispanic	49	±11	24	NR	16	NR	28	26	±15
Other Race/Ethnicity	35	±9	23	2	17	NR	31	27	±18
Enlisted	33	±4	28	2	18	1	15	36	±8
E1 – E4	37	±8	31	3	15	1	14	35	±13
E5 – E9	30	±5	25	1	21	0	16	36	±9
Officers	33	±6	24	5	11	NR	27	31	±12

NR: Not reportable

**64. What was the gender of the offender? Constructed from Q64.**

1. Male

2. Female

3. Both males and females were involved

	Percent Responding		Percentages			Max ME
			1	2	3	
TOTAL DOD	25	±2	67	9	24	±3
ARNG	27	±2	73	6	20	±4
USAR	29	±3	57	12	31	±5
USNR	23	±3	66	9	26	±7
USMCR	23	±4	81	5	15	±9
ANG	18	±3	65	12	24	±9
USAFR	20	±3	58	12	30	±8
Enlisted	26	±2	67	9	25	±3
E1 – E4	24	±2	68	8	24	±5
E5 – E9	28	±2	66	9	25	±4
Officers	23	±2	67	12	22	±4
O1 – O3	25	±3	68	12	20	±5
O4 – O6	21	±2	66	11	23	±5
Male	25	±2	70	8	23	±3
Female	29	±3	55	15	31	±5
AGR/FTS/AR	29	±4	66	9	24	±7
Other Selected Reserve	25	±2	67	9	24	±3
Reserve Unit	25	±2	67	9	24	±3
Military Technician	22	±4	69	10	21	±10
IMA	20	±4	52	16	32	±12
Not Activated Past 12 Months	23	±2	67	10	23	±4
Activated Past 12 Months	30	±3	69	7	24	±6
Not Deployed Past 12 Months	23	±2	66	9	25	±3
Deployed Past 12 Months	34	±3	68	8	24	±5
Deployed OIF/OEF	34	±4	70	8	22	±6
WHITE	21	±2	67	9	24	±4
ARNG	24	±3	75	6	19	±6
USAR	25	±4	54	13	33	±9
USNR	18	±4	64	9	26	±12
USMCR	20	±5	80	5	15	±14
ANG	16	±4	63	14	24	±13
USAFR	15	±4	53	14	33	±14
Enlisted	22	±2	67	9	24	±5
E1 – E4	20	±3	68	8	24	±8
E5 – E9	24	±3	67	9	24	±6
Officers	19	±2	66	13	21	±5
BLACK	37	±3	64	9	27	±4
ARNG	41	±4	68	7	25	±7
USAR	37	±4	59	12	29	±7
USNR	32	±4	64	9	27	±5
USMCR	37	±8	70	6	NR	±18
ANG	34	±3	65	8	26	±5
USAFR	33	±3	59	12	30	±5
Enlisted	37	±3	63	9	27	±4
E1 – E4	35	±5	67	8	24	±8
E5 – E9	39	±3	61	10	29	±5
Officers	39	±3	67	10	23	±4
















































Note. Percent responding are Reserve component members who answered the question and who experienced racial/ethnic-related behaviors (Q53/Q54) and who know the gender of the offender (Q64). Respondents who indicated "Not sure" are set to missing.

NR: Not reportable



































64. Continued	Percent Responding		Percentages			Max ME
			1	2	3	
HISPANIC	33	±3	68	8	24	±6
ARNG	36	±6	71	7	22	±10
USAR	35	±6	58	11	31	±9
USNR	31	±7	74	5	21	±12
USMCR	27	±7	87	4	9	±8
ANG	27	±7	76	7	17	±10
USAFR	28	±8	62	9	29	±18
Enlisted	33	±4	68	8	24	±6
E1 – E4	31	±5	66	9	25	±10
E5 – E9	35	±4	69	7	23	±7
Officers	36	±5	69	9	22	±7
AIAN	18	±6	71	5	24	±11
ARNG	20	±10	73	2	25	±17
USAR	16	±8	61	12	26	±11
USNR	18	±10	76	3	21	±13
ANG	10	±7	72	11	17	±11
USAFR	24	±10	64	13	23	±16
Enlisted	16	±6	71	5	25	±12
Officers	31	±11	71	7	23	±18
ASIAN	30	±4	70	8	22	±7
ARNG	30	±9	73	6	21	±17
USAR	31	±6	63	11	27	±8
USNR	29	±9	NR	NR	NR	
USMCR	35	±14	90	NR	10	±11
ANG	21	±4	67	8	25	±9
USAFR	37	±16	82	3	15	±17
Enlisted	30	±5	70	7	23	±9
Officers	31	±5	71	13	16	±11
NHPI	28	±11	76	9	15	±16
ARNG	37	±25	NR	NR	NR	
USAR	27	±5	57	10	33	±9
USNR	11	±11	NR	NR	NR	
ANG	19	±10	NR	NR	17	±13
USAFR	19	±8	NR	10	NR	±12
Enlisted	29	±12	76	9	15	±17
Officers	18	±9	69	8	23	±16
TWO OR MORE RACES	31	±8	71	6	23	±14
ARNG	35	±15	NR	NR	NR	
USAR	34	±20	NR	5	NR	±9
USNR	33	±12	NR	NR	32	±14
USMCR	17	±14	NR	NR	NR	
ANG	22	±11	NR	NR	NR	
USAFR	28	±15	NR	8	NR	±10
Enlisted	30	±9	74	4	21	±16
Officers	38	±11	NR	15	NR	±16
USCGR	21	±3	68	6	26	±8
White	19	±4	72	5	22	±10
Black	29	±13	NR	NR	NR	
Hispanic	36	±10	NR	NR	NR	
Other Race/Ethnicity	26	±7	55	NR	42	±15
Enlisted	21	±4	72	5	23	±9
E1 – E4	24	±7	71	7	22	±15
E5 – E9	19	±4	73	2	25	±11
Officers	22	±6	51	10	40	±14

NR: Not reportable

## 64. Did the situation involve multiple offenders? Constructed from Q64.

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
TOTAL DOD	25	±2	53	±3	
ARNG	27	±2	54	±5	
USAR	29	±3	52	±5	
USNR	23	±3	54	±7	
USMCR	23	±4	54	±9	
ANG	18	±3	51	±9	
USAFR	20	±3	53	±8	
Enlisted	26	±2	54	±3	
E1 – E4	24	±2	55	±5	
E5 – E9	28	±2	54	±4	
Officers	23	±2	46	±4	
O1 – O3	25	±3	48	±5	
O4 – O6	21	±2	46	±6	
Male	25	±2	53	±3	
Female	29	±3	54	±5	
AGR/FTS/AR	29	±4	52	±7	
Other Selected Reserve	25	±2	53	±3	
Reserve Unit	25	±2	53	±3	
Military Technician	22	±4	49	±10	
IMA	20	±4	53	±11	
Not Activated Past 12 Months	23	±2	52	±4	
Activated Past 12 Months	30	±3	55	±6	
Not Deployed Past 12 Months	23	±2	52	±4	
Deployed Past 12 Months	34	±3	55	±5	
Deployed OIF/OEF	34	±4	54	±6	
WHITE	21	±2	53	±4	
ARNG	24	±3	54	±6	
USAR	25	±4	52	±9	
USNR	18	±4	55	±12	
USMCR	20	±5	49	±14	
ANG	16	±4	50	±12	
USAFR	15	±4	54	±14	
Enlisted	22	±2	55	±5	
E1 – E4	20	±3	56	±8	
E5 – E9	24	±3	55	±6	
Officers	19	±2	43	±5	
BLACK	37	±3	54	±4	
ARNG	41	±4	55	±7	
USAR	37	±4	52	±7	
USNR	32	±4	56	±5	
USMCR	37	±8	67	±12	
ANG	34	±3	54	±6	
USAFR	33	±3	53	±5	
Enlisted	37	±3	54	±4	
E1 – E4	35	±5	52	±8	
E5 – E9	39	±3	55	±5	
Officers	39	±3	56	±4	

Note. Percent responding are Reserve component members who answered the question and who experienced racial/ethnic-related behaviors (Q53/Q54) and who know the number of offenders (Q64). Respondents who indicated "Not sure" are set to missing.

64. Continued	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
HISPANIC	33	±3	51	±6	
ARNG	36	±6	52	±10	
USAR	35	±6	51	±9	
USNR	31	±7	54	±13	
USMCR	27	±7	51	±15	
ANG	27	±7	51	±14	
USAFR	28	±8	45	±16	
Enlisted	33	±4	52	±6	
E1 – E4	31	±5	56	±10	
E5 – E9	35	±4	48	±8	
Officers	36	±5	48	±8	
AIAN	18	±6	51	±14	
ARNG	20	±10	NR		
USAR	16	±8	45	±11	
USNR	18	±10	55	±14	
ANG	10	±7	54	±12	
USAFR	24	±10	51	±15	
Enlisted	16	±6	NR		
Officers	31	±11	NR		
ASIAN	30	±4	57	±7	
ARNG	30	±9	64	±13	
USAR	31	±6	47	±8	
USNR	29	±9	NR		
USMCR	35	±14	82	±15	
ANG	21	±4	54	±9	
USAFR	37	±16	NR		
Enlisted	30	±5	61	±8	
Officers	31	±5	40	±10	
NHPI	28	±11	NR		
ARNG	37	±25	NR		
USAR	27	±5	58	±9	
USNR	11	±11	NR		
ANG	19	±10	NR		
USAFR	19	±8	NR		
Enlisted	29	±12	NR		
Officers	18	±9	39	±16	
TWO OR MORE RACES	31	±8	55	±15	
ARNG	35	±15	NR		
USAR	34	±20	NR		
USNR	33	±12	NR		
USMCR	17	±14	NR		
ANG	22	±11	NR		
USAFR	28	±15	NR		
Enlisted	30	±9	NR		
Officers	38	±11	NR		
USCGR	21	±3	53	±8	
White	19	±4	47	±11	
Black	29	±13	NR		
Hispanic	36	±10	64	±18	
Other Race/Ethnicity	26	±7	65	±16	
Enlisted	21	±4	52	±10	
E1 – E4	24	±7	46	±15	
E5 – E9	19	±4	58	±11	
Officers	22	±6	58	±14	

NR: Not reportable
















































## 65. What was the race/ethnicity of the offender(s)?

a. White?























































1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL DOD	38	±2	50	23	27	±3	
ARNG	41	±3	52	24	24	±4	
USAR	42	±3	47	26	27	±4	
USNR	37	±4	46	23	31	±6	
USMCR	40	±5	41	19	39	±7	
ANG	27	±4	52	22	26	±7	
USAFR	29	±4	57	16	27	±7	
Enlisted	39	±2	50	24	27	±3	
E1 – E4	38	±3	47	25	28	±4	
E5 – E9	40	±2	51	23	26	±4	
Officers	32	±2	54	20	25	±3	
O1 – O3	36	±3	56	20	24	±5	
O4 – O6	29	±3	55	19	26	±5	
Male	38	±2	49	23	28	±3	
Female	38	±3	56	22	22	±5	
AGR/FTS/AR	45	±4	51	22	27	±6	
Other Selected Reserve	37	±2	50	23	26	±3	
Reserve Unit	38	±2	50	23	26	±3	
Military Technician	33	±5	56	24	21	±9	
IMA	26	±4	54	16	30	±9	
Not Activated Past 12 Months	34	±2	50	23	27	±3	
Activated Past 12 Months	44	±4	53	19	28	±5	
Not Deployed Past 12 Months	34	±2	51	23	26	±3	
Deployed Past 12 Months	48	±3	49	24	27	±4	
Deployed OIF/OEF	48	±4	50	24	26	±5	
WHITE	33	±2	44	26	30	±4	
ARNG	37	±3	47	26	27	±5	
USAR	38	±5	36	32	32	±7	
USNR	30	±5	40	24	36	±10	
USMCR	35	±6	36	20	44	±11	
ANG	24	±4	47	25	28	±10	
USAFR	22	±5	50	17	33	±11	
Enlisted	34	±3	43	27	30	±4	
E1 – E4	34	±4	41	28	31	±6	
E5 – E9	35	±3	45	26	29	±5	
Officers	28	±2	47	23	30	±4	
BLACK	50	±3	67	15	18	±3	
ARNG	54	±4	67	17	16	±6	
USAR	49	±4	66	14	19	±6	
USNR	51	±4	59	19	22	±8	
USMCR	51	±8	65	11	24	±14	
ANG	47	±4	72	13	15	±5	
USAFR	44	±3	71	14	15	±4	
Enlisted	51	±3	66	16	18	±4	
E1 – E4	47	±5	65	15	20	±7	
E5 – E9	53	±3	66	17	17	±4	
Officers	50	±3	78	9	13	±4	

Note. Percent responding are Reserve component members who answered the question and who experienced racial/ethnic-related behaviors (Q53/Q54).

65a. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
HISPANIC	46	±3	57	21	22	±5	
ARNG	47	±6	63	20	17	±9	
USAR	47	±6	53	25	23	±8	
USNR	48	±8	52	25	24	±11	
USMCR	48	±8	51	21	29	±13	
ANG	41	±8	58	13	29	±16	
USAFR	42	±9	57	16	27	±16	
Enlisted	47	±4	56	22	22	±5	
E1 – E4	44	±6	58	22	20	±8	
E5 – E9	49	±5	54	21	24	±7	
Officers	46	±5	68	18	14	±6	
AIAN	30	±8	41	28	31	±17	
ARNG	34	±13	36	NR	NR	±17	
USAR	22	±11	53	19	28	±15	
USNR	30	±16	41	19	40	±15	
ANG	15	±10	47	21	31	±11	
USAFR	32	±13	80	3	18	±12	
Enlisted	28	±9	39	NR	31	±17	
Officers	45	±14	NR	18	NR	±14	
ASIAN	49	±5	49	16	35	±7	
ARNG	52	±11	43	15	42	±14	
USAR	49	±8	50	17	33	±9	
USNR	43	±9	54	16	30	±12	
USMCR	63	±11	NR	NR	NR		
ANG	37	±5	44	22	34	±7	
USAFR	46	±14	73	9	18	±17	
Enlisted	50	±6	46	17	37	±8	
Officers	43	±6	65	13	22	±9	
NHPI	43	±11	NR	21	27	±15	
ARNG	47	±24	NR	NR	NR		
USAR	42	±6	44	30	26	±8	
USNR	62	±29	NR	NR	NR		
ANG	29	±14	33	44	23	±16	
USAFR	38	±10	37	20	43	±17	
Enlisted	44	±12	NR	21	27	±16	
Officers	28	±11	45	20	36	±14	
TWO OR MORE RACES	44	±9	48	26	26	±14	
ARNG	44	±15	NR	NR	NR		
USAR	57	±20	NR	NR	NR		
USNR	41	±14	52	28	20	±18	
USMCR	53	±31	NR	NR	NR		
ANG	27	±13	68	17	15	±16	
USAFR	45	±18	NR	NR	NR		
Enlisted	44	±10	46	26	28	±16	
Officers	47	±11	63	24	13	±17	
USCGR	33	±4	54	16	30	±7	
White	31	±5	47	19	34	±8	
Black	41	±14	NR	NR	NR		
Hispanic	46	±11	75	14	12	±15	
Other Race/Ethnicity	38	±9	68	13	19	±14	
Enlisted	34	±4	52	17	30	±8	
E1 – E4	38	±8	50	19	31	±12	
E5 – E9	30	±5	54	16	30	±9	
Officers	33	±6	60	12	27	±12	

NR: Not reportable
















































## 65. What was the race/ethnicity of the offender(s)?

## b. Black or African American?

1. Yes











































2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL DOD	36	±2	25	47	28	±3	
ARNG	39	±3	24	50	25	±4	
USAR	41	±3	30	42	28	±5	
USNR	35	±4	21	46	32	±6	
USMCR	39	±5	24	38	38	±8	
ANG	26	±4	20	52	28	±7	
USAFR	27	±4	20	52	28	±7	
Enlisted	37	±2	25	47	28	±3	
E1 – E4	37	±3	25	45	30	±4	
E5 – E9	38	±2	26	48	26	±4	
Officers	31	±2	22	51	27	±3	
O1 – O3	34	±3	20	55	26	±5	
O4 – O6	28	±3	23	49	28	±5	
Male	36	±2	25	47	28	±3	
Female	37	±3	24	51	24	±5	
AGR/FTS/AR	43	±4	24	47	28	±6	
Other Selected Reserve	36	±2	25	48	28	±3	
Reserve Unit	36	±2	25	48	27	±3	
Military Technician	31	±5	23	54	23	±9	
IMA	25	±4	28	41	30	±10	
Not Activated Past 12 Months	33	±2	24	48	28	±3	
Activated Past 12 Months	42	±4	26	46	29	±5	
Not Deployed Past 12 Months	33	±2	24	48	28	±3	
Deployed Past 12 Months	47	±3	27	46	27	±4	
Deployed OIF/OEF	48	±4	28	47	26	±5	
WHITE	32	±2	28	42	30	±4	
ARNG	35	±3	27	46	28	±5	
USAR	37	±5	36	32	32	±7	
USNR	29	±5	23	39	38	±10	
USMCR	35	±6	30	28	42	±11	
ANG	23	±4	22	49	30	±10	
USAFR	21	±5	23	45	32	±12	
Enlisted	33	±2	29	41	30	±4	
E1 – E4	33	±4	28	40	32	±6	
E5 – E9	33	±3	29	42	29	±5	
Officers	27	±2	25	44	32	±5	
BLACK	48	±3	18	62	20	±4	
ARNG	51	±5	18	62	19	±6	
USAR	48	±4	19	60	20	±6	
USNR	48	±4	16	61	23	±6	
USMCR	48	±8	22	53	25	±17	
ANG	43	±4	12	70	18	±5	
USAFR	41	±3	16	66	18	±5	
Enlisted	48	±3	19	61	21	±4	
E1 – E4	45	±5	19	59	22	±7	
E5 – E9	50	±3	18	62	20	±4	
Officers	46	±3	11	74	15	±5	

Note. Percent responding are Reserve component members who answered the question and who experienced racial/ethnic-related behaviors (Q53/Q54).



65b. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
HISPANIC	44	±3	22	55	24	±5	
ARNG	44	±6	18	63	19	±9	
USAR	46	±6	29	47	24	±8	
USNR	47	±8	22	52	26	±11	
USMCR	45	±8	13	56	31	±12	
ANG	39	±8	22	46	31	±17	
USAFR	39	±9	15	54	30	±16	
Enlisted	44	±4	22	53	25	±5	
E1 – E4	42	±6	23	55	23	±8	
E5 – E9	46	±5	21	52	26	±7	
Officers	43	±5	18	66	15	±7	
AIAN	29	±8	30	39	31	±17	
ARNG	33	±13	NR	36	NR	±17	
USAR	22	±11	23	48	29	±15	
USNR	30	±15	26	35	39	±15	
ANG	15	±10	14	54	32	±11	
USAFR	29	±11	9	68	23	±13	
Enlisted	27	±9	NR	36	32	±18	
Officers	44	±13	16	NR	NR	±14	
ASIAN	47	±5	16	50	34	±7	
ARNG	51	±11	16	48	36	±15	
USAR	48	±8	23	41	36	±9	
USNR	41	±9	16	52	31	±13	
USMCR	61	±11	9	NR	NR	±8	
ANG	36	±5	12	51	37	±7	
USAFR	45	±15	9	NR	20	±16	
Enlisted	49	±6	17	47	36	±8	
Officers	42	±6	14	62	24	±9	
NHPI	42	±11	NR	NR	29	±16	
ARNG	47	±24	NR	NR	NR		
USAR	40	±6	18	51	31	±8	
USNR	62	±29	NR	NR	NR		
ANG	28	±14	7	71	23	±15	
USAFR	35	±10	NR	37	NR	±16	
Enlisted	43	±12	NR	NR	29	±17	
Officers	28	±11	9	54	38	±14	
TWO OR MORE RACES	42	±9	31	44	26	±15	
ARNG	42	±15	NR	NR	NR		
USAR	55	±20	NR	NR	NR		
USNR	40	±14	27	54	18	±13	
USMCR	53	±31	NR	NR	NR		
ANG	22	±9	8	73	19	±10	
USAFR	42	±18	NR	NR	NR		
Enlisted	42	±10	32	41	27	±17	
Officers	39	±10	22	61	17	±16	
USCGR	31	±4	16	48	35	±7	
White	29	±4	15	44	41	±9	
Black	39	±14	NR	NR	NR		
Hispanic	41	±11	26	58	16	±17	
Other Race/Ethnicity	35	±9	22	58	19	±15	
Enlisted	32	±4	16	48	36	±8	
E1 – E4	37	±7	17	42	40	±13	
E5 – E9	28	±5	14	54	32	±9	
Officers	29	±6	18	52	30	±12	

NR: Not reportable

**65. What was the race/ethnicity of the offender(s)?****c. American Indian or Alaska Native?**

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
<b>TOTAL DOD</b>	35	±2	2	66	32	±3	
ARNG	38	±3	3	68	29	±4	
USAR	40	±3	1	66	33	±5	
USNR	34	±4	1	62	37	±6	
USMCR	38	±5	2	53	45	±8	
ANG	25	±4	1	69	30	±7	
USAFR	27	±4	2	68	30	±7	
Enlisted	36	±2	2	66	32	±3	
E1 – E4	36	±3	3	61	35	±4	
E5 – E9	37	±2	1	69	29	±4	
Officers	30	±2	1	69	30	±3	
O1 – O3	33	±3	1	70	29	±5	
O4 – O6	27	±3	1	70	30	±5	
Male	35	±2	2	65	33	±3	
Female	36	±3	2	72	26	±5	
AGR/FTS/AR	41	±4	0	67	32	±6	
Other Selected Reserve	35	±2	2	66	32	±3	
Reserve Unit	35	±2	2	66	32	±3	
Military Technician	30	±5	2	72	26	±8	
IMA	24	±4	2	65	33	±9	
Not Activated Past 12 Months	32	±2	2	66	32	±3	
Activated Past 12 Months	41	±4	2	65	33	±5	
Not Deployed Past 12 Months	32	±2	2	66	32	±3	
Deployed Past 12 Months	46	±3	2	67	31	±4	
Deployed OIF/OEF	46	±4	3	68	29	±5	
<b>WHITE</b>	31	±2	2	62	36	±4	
ARNG	35	±3	3	64	33	±5	
USAR	36	±5	1	60	39	±8	
USNR	28	±5	1	58	41	±10	
USMCR	34	±6	1	48	51	±11	
ANG	22	±4	0	69	31	±10	
USAFR	20	±5	3	64	33	±12	
Enlisted	32	±2	2	62	36	±4	
E1 – E4	32	±4	3	56	41	±6	
E5 – E9	32	±3	1	67	32	±5	
Officers	26	±2	1	64	35	±5	
<b>BLACK</b>	47	±3	2	76	22	±3	
ARNG	49	±5	2	77	21	±6	
USAR	47	±4	1	75	24	±6	
USNR	47	±4	2	73	25	±5	
USMCR	47	±8	NR	66	26	±17	
ANG	42	±4	2	77	21	±5	
USAFR	40	±3	1	80	19	±4	
Enlisted	47	±3	2	75	23	±4	
E1 – E4	44	±5	3	73	25	±7	
E5 – E9	49	±3	1	77	22	±4	
Officers	46	±3	0	84	16	±4	

Note. Percent responding are Reserve component members who answered the question and who experienced racial/ethnic-related behaviors (Q53/Q54).

NR: Not reportable

65c. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
HISPANIC	43	±3	2	72	26	±5	
ARNG	44	±6	4	76	20	±9	
USAR	44	±6	2	73	25	±8	
USNR	45	±8	1	66	33	±11	
USMCR	42	±8	2	65	33	±12	
ANG	38	±8	3	65	32	±17	
USAFR	38	±9	1	64	35	±16	
Enlisted	43	±4	3	71	27	±5	
E1 – E4	41	±6	3	74	23	±8	
E5 – E9	45	±5	2	69	29	±7	
Officers	42	±5	2	80	17	±6	
AIAN	29	±8	5	60	35	±15	
ARNG	33	±13	7	NR	NR	±6	
USAR	21	±11	3	67	30	±15	
USNR	28	±15	2	60	37	±16	
ANG	15	±10	0	66	34	±11	
USAFR	29	±11	NR	71	26	±14	
Enlisted	27	±9	6	59	35	±17	
Officers	43	±13	0	NR	NR	±3	
ASIAN	46	±5	2	61	37	±7	
ARNG	50	±11	3	61	36	±15	
USAR	47	±8	2	60	38	±9	
USNR	40	±9	1	55	44	±15	
USMCR	60	±12	NR	NR	NR		
ANG	36	±5	3	59	38	±7	
USAFR	45	±15	1	78	21	±16	
Enlisted	48	±6	2	59	39	±8	
Officers	41	±6	1	74	25	±9	
NHPI	41	±11	1	69	30	±16	
ARNG	47	±24	1	NR	NR	±6	
USAR	39	±6	2	65	33	±8	
USNR	62	±29	NR	NR	NR		
ANG	28	±14	2	73	26	±15	
USAFR	35	±10	1	NR	NR	±5	
Enlisted	43	±12	1	69	29	±17	
Officers	28	±11	NR	58	42	±14	
TWO OR MORE RACES	42	±9	3	67	30	±14	
ARNG	42	±15	NR	NR	NR		
USAR	55	±20	1	NR	NR	±3	
USNR	39	±13	7	70	23	±12	
USMCR	53	±31	NR	NR	NR		
ANG	21	±9	2	75	24	±10	
USAFR	42	±18	0	NR	NR	±2	
Enlisted	42	±10	3	65	32	±16	
Officers	38	±10	0	81	18	±16	
USCGR	31	±4	4	61	35	±7	
White	29	±4	4	56	40	±9	
Black	39	±14	NR	NR	NR		
Hispanic	41	±11	NR	82	18	±15	
Other Race/Ethnicity	33	±9	NR	70	22	±16	
Enlisted	32	±4	4	60	36	±8	
E1 – E4	37	±7	5	57	38	±13	
E5 – E9	28	±5	3	63	34	±9	
Officers	29	±6	NR	65	33	±12	

NR: Not reportable

## 65. What was the race/ethnicity of the offender(s)?

d. Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)?

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL DOD	36	±2	4	65	31	±3	
ARNG	38	±3	4	68	28	±4	
USAR	40	±3	3	65	32	±5	
USNR	35	±4	7	57	36	±6	
USMCR	39	±5	7	49	44	±8	
ANG	26	±4	3	67	30	±7	
USAFR	27	±4	6	65	29	±7	
Enlisted	37	±2	4	65	31	±3	
E1 – E4	36	±3	5	62	34	±4	
E5 – E9	37	±2	4	67	29	±4	
Officers	30	±2	5	66	29	±3	
O1 – O3	34	±3	5	67	28	±5	
O4 – O6	27	±3	5	65	29	±5	
Male	36	±2	4	64	32	±3	
Female	36	±3	4	71	25	±5	
AGR/FTS/AR	42	±4	4	65	32	±6	
Other Selected Reserve	35	±2	4	65	31	±3	
Reserve Unit	36	±2	4	65	30	±3	
Military Technician	31	±5	1	74	25	±8	
IMA	24	±4	4	63	33	±9	
Not Activated Past 12 Months	32	±2	5	65	30	±3	
Activated Past 12 Months	42	±4	3	65	33	±5	
Not Deployed Past 12 Months	32	±2	4	65	31	±3	
Deployed Past 12 Months	46	±3	4	66	30	±4	
Deployed OIF/OEF	47	±4	3	68	28	±5	
WHITE	32	±2	4	62	34	±4	
ARNG	35	±3	3	66	31	±5	
USAR	37	±5	3	59	38	±8	
USNR	29	±5	5	55	40	±10	
USMCR	35	±6	8	43	49	±11	
ANG	22	±4	1	68	31	±10	
USAFR	21	±5	7	60	33	±12	
Enlisted	33	±2	3	62	34	±4	
E1 – E4	33	±4	3	58	39	±6	
E5 – E9	33	±3	3	65	31	±5	
Officers	26	±2	5	61	34	±5	
BLACK	47	±3	4	74	22	±3	
ARNG	50	±5	5	76	20	±6	
USAR	47	±4	3	73	24	±6	
USNR	48	±4	7	69	24	±5	
USMCR	47	±8	NR	59	26	±15	
ANG	43	±4	3	77	20	±5	
USAFR	41	±3	3	78	19	±4	
Enlisted	47	±3	4	74	22	±4	
E1 – E4	44	±5	5	71	24	±7	
E5 – E9	50	±3	4	75	21	±4	
Officers	46	±3	5	79	16	±4	

Note. Percent responding are Reserve component members who answered the question and who experienced racial/ethnic-related behaviors (Q53/Q54).

NR: Not reportable

65d. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
HISPANIC	44	±3	6	69	25	±5	
ARNG	45	±6	9	72	19	±9	
USAR	44	±6	3	72	25	±8	
USNR	45	±8	10	59	31	±11	
USMCR	44	±8	2	66	32	±12	
ANG	39	±8	6	62	32	±17	
USAFR	39	±9	5	62	33	±16	
Enlisted	44	±4	7	68	26	±5	
E1 – E4	42	±6	9	70	21	±8	
E5 – E9	45	±5	5	66	29	±7	
Officers	42	±5	4	79	17	±6	
AIAN	29	±8	2	64	34	±15	
ARNG	33	±13	2	NR	NR	±3	
USAR	21	±11	2	68	29	±15	
USNR	28	±15	6	52	42	±15	
ANG	15	±10	0	66	34	±11	
USAFR	29	±12	3	72	25	±13	
Enlisted	27	±9	2	63	35	±17	
Officers	43	±13	1	NR	NR	±3	
ASIAN	47	±5	7	57	37	±7	
ARNG	51	±11	6	57	37	±15	
USAR	47	±8	6	58	36	±9	
USNR	40	±9	8	49	43	±15	
USMCR	61	±11	4	NR	NR	±6	
ANG	36	±5	19	45	36	±7	
USAFR	45	±15	3	76	20	±17	
Enlisted	48	±6	7	54	39	±8	
Officers	42	±6	7	69	24	±9	
NHPI	42	±11	6	64	30	±16	
ARNG	47	±24	0	NR	NR	±2	
USAR	40	±6	12	55	33	±8	
USNR	62	±29	NR	NR	NR		
ANG	28	±14	9	67	25	±15	
USAFR	35	±10	NR	34	NR	±16	
Enlisted	43	±12	6	66	29	±17	
Officers	28	±11	15	45	40	±14	
TWO OR MORE RACES	41	±9	4	66	30	±14	
ARNG	41	±15	1	NR	NR	±2	
USAR	55	±20	2	NR	NR	±4	
USNR	39	±13	NR	60	20	±15	
USMCR	53	±31	NR	NR	NR		
ANG	21	±9	16	64	21	±16	
USAFR	43	±18	1	NR	NR	±2	
Enlisted	42	±10	3	66	32	±16	
Officers	39	±10	NR	71	18	±17	
USCGR	31	±4	6	59	35	±7	
White	29	±4	5	55	40	±9	
Black	39	±14	NR	NR	NR		
Hispanic	41	±11	NR	75	18	±16	
Other Race/Ethnicity	34	±9	15	63	22	±16	
Enlisted	32	±4	7	57	36	±8	
E1 – E4	37	±7	8	52	40	±13	
E5 – E9	28	±5	5	63	32	±9	
Officers	29	±6	NR	65	33	±12	

NR: Not reportable

**65. What was the race/ethnicity of the offender(s)?****e. Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro)?**

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
<b>TOTAL DOD</b>	36	±2	2	67	31	±3	
ARNG	38	±3	3	69	29	±4	
USAR	40	±3	2	67	32	±5	
USNR	35	±4	2	62	36	±6	
USMCR	39	±5	3	51	46	±8	
ANG	25	±4	2	68	30	±7	
USAFR	27	±4	3	67	30	±7	
Enlisted	37	±2	2	66	31	±3	
E1 – E4	36	±3	3	62	35	±4	
E5 – E9	37	±2	2	69	29	±4	
Officers	30	±2	2	69	29	±3	
O1 – O3	34	±3	2	69	29	±5	
O4 – O6	27	±3	2	69	29	±5	
Male	36	±2	2	65	32	±3	
Female	36	±3	1	73	26	±5	
AGR/FTS/AR	41	±4	1	67	32	±6	
Other Selected Reserve	35	±2	2	67	31	±3	
Reserve Unit	36	±2	2	67	31	±3	
Military Technician	31	±5	2	74	25	±8	
IMA	24	±4	3	64	33	±9	
Not Activated Past 12 Months	32	±2	2	67	31	±3	
Activated Past 12 Months	42	±4	2	64	34	±5	
Not Deployed Past 12 Months	32	±2	2	66	31	±3	
Deployed Past 12 Months	46	±3	2	67	30	±4	
Deployed OIF/OEF	47	±4	3	69	29	±5	
<b>WHITE</b>	32	±2	2	64	35	±4	
ARNG	35	±3	2	66	32	±5	
USAR	36	±5	1	62	37	±8	
USNR	29	±5	1	58	41	±10	
USMCR	35	±6	3	45	51	±11	
ANG	22	±4	1	68	31	±10	
USAFR	21	±5	5	63	33	±12	
Enlisted	33	±2	2	63	35	±4	
E1 – E4	33	±4	2	58	40	±6	
E5 – E9	33	±3	2	67	31	±5	
Officers	26	±2	2	64	34	±5	
<b>BLACK</b>	47	±3	2	76	22	±3	
ARNG	50	±5	2	78	20	±6	
USAR	47	±4	1	75	24	±6	
USNR	47	±4	2	73	26	±5	
USMCR	47	±8	NR	65	26	±16	
ANG	43	±4	1	78	21	±5	
USAFR	40	±3	2	79	19	±4	
Enlisted	47	±3	2	75	23	±4	
E1 – E4	44	±5	2	73	25	±7	
E5 – E9	49	±3	2	77	21	±4	
Officers	46	±3	2	82	17	±4	

Note. Percent responding are Reserve component members who answered the question and who experienced racial/ethnic-related behaviors (Q53/Q54).

NR: Not reportable

65e. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
HISPANIC	43	±3	4	71	25	±5	
ARNG	44	±6	6	74	20	±9	
USAR	44	±6	3	72	25	±8	
USNR	46	±8	3	65	32	±11	
USMCR	44	±8	1	67	32	±12	
ANG	39	±8	3	65	33	±17	
USAFR	38	±9	1	64	35	±16	
Enlisted	43	±4	4	70	26	±5	
E1 – E4	41	±6	6	72	22	±8	
E5 – E9	45	±5	3	68	29	±7	
Officers	42	±5	2	81	17	±6	
AIAN	28	±8	2	65	33	±15	
ARNG	33	±13	2	NR	NR	±3	
USAR	21	±11	3	68	29	±15	
USNR	28	±15	1	59	39	±16	
ANG	15	±10	0	67	33	±11	
USAFR	29	±12	1	74	25	±13	
Enlisted	27	±9	2	63	35	±18	
Officers	43	±13	0	NR	NR	±2	
ASIAN	46	±5	4	58	38	±7	
ARNG	50	±11	4	58	38	±15	
USAR	47	±8	6	58	37	±9	
USNR	40	±9	2	53	44	±15	
USMCR	55	±13	NR	NR	NR		
ANG	36	±5	13	51	36	±7	
USAFR	45	±15	2	78	20	±16	
Enlisted	47	±6	5	55	41	±8	
Officers	42	±6	3	73	24	±9	
NHPI	42	±11	11	61	28	±16	
ARNG	47	±24	NR	NR	NR		
USAR	40	±6	20	51	29	±8	
USNR	62	±29	NR	NR	NR		
ANG	29	±14	22	54	24	±18	
USAFR	35	±10	NR	43	NR	±16	
Enlisted	44	±12	11	62	28	±17	
Officers	28	±11	8	54	39	±13	
TWO OR MORE RACES	42	±9	3	68	30	±14	
ARNG	42	±15	3	NR	NR	±11	
USAR	55	±20	2	NR	NR	±3	
USNR	39	±13	5	73	23	±12	
USMCR	53	±31	NR	NR	NR		
ANG	21	±9	5	73	22	±10	
USAFR	43	±18	1	NR	NR	±2	
Enlisted	42	±10	3	66	31	±16	
Officers	39	±10	1	81	18	±15	
USCGR	31	±4	2	63	35	±7	
White	29	±4	1	59	39	±9	
Black	39	±14	NR	NR	NR		
Hispanic	40	±11	NR	81	19	±16	
Other Race/Ethnicity	34	±9	14	65	22	±16	
Enlisted	32	±4	2	63	35	±8	
E1 – E4	37	±7	1	61	38	±13	
E5 – E9	28	±5	3	64	32	±9	
Officers	28	±6	NR	64	33	±12	

NR: Not reportable

## 65. What was the race/ethnicity of the offender(s)?

## f. Spanish/Hispanic/Latino?

1. Yes














































2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL DOD	36	±2	13	57	30	±3	
ARNG	38	±3	13	59	28	±4	
USAR	41	±3	13	55	32	±5	
USNR	35	±4	15	51	34	±6	
USMCR	39	±5	16	43	42	±8	
ANG	26	±4	10	61	29	±7	
USAFR	28	±4	12	60	28	±7	
Enlisted	37	±2	13	56	30	±3	
E1 – E4	37	±3	14	53	33	±4	
E5 – E9	38	±2	13	59	28	±4	
Officers	31	±2	10	61	29	±3	
O1 – O3	34	±3	11	61	28	±5	
O4 – O6	27	±3	10	61	29	±5	
Male	36	±2	13	56	31	±3	
Female	36	±3	12	62	25	±5	
AGR/FTS/AR	42	±4	14	56	31	±6	
Other Selected Reserve	36	±2	13	57	30	±3	
Reserve Unit	36	±2	13	57	30	±3	
Military Technician	31	±5	13	63	24	±9	
IMA	25	±4	14	53	33	±10	
Not Activated Past 12 Months	32	±2	12	58	30	±3	
Activated Past 12 Months	42	±4	15	54	31	±6	
Not Deployed Past 12 Months	33	±2	12	57	30	±3	
Deployed Past 12 Months	47	±3	14	56	29	±4	
Deployed OIF/OEF	47	±4	15	57	28	±5	
WHITE	32	±2	12	55	33	±4	
ARNG	35	±3	12	58	31	±5	
USAR	37	±5	11	52	37	±7	
USNR	28	±5	15	45	40	±10	
USMCR	35	±6	17	38	45	±11	
ANG	23	±4	10	61	29	±10	
USAFR	21	±5	14	56	30	±12	
Enlisted	33	±2	12	54	33	±4	
E1 – E4	33	±4	13	50	37	±6	
E5 – E9	33	±3	11	58	31	±5	
Officers	27	±2	10	56	33	±5	
BLACK	48	±3	12	67	22	±3	
ARNG	51	±5	13	67	20	±6	
USAR	47	±4	12	65	23	±6	
USNR	48	±4	8	67	25	±5	
USMCR	47	±8	23	52	26	±17	
ANG	43	±4	7	72	21	±5	
USAFR	41	±3	10	71	19	±4	
Enlisted	48	±3	12	66	22	±4	
E1 – E4	45	±5	14	64	22	±7	
E5 – E9	50	±3	11	67	22	±4	
Officers	47	±3	8	76	16	±4	

Note. Percent responding are Reserve component members who answered the question and who experienced racial/ethnic-related behaviors (Q53/Q54).



65f. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
HISPANIC	44	±3	18	57	25	±5	
ARNG	45	±6	22	59	19	±9	
USAR	45	±6	20	54	26	±8	
USNR	46	±8	14	57	28	±11	
USMCR	45	±8	10	59	31	±12	
ANG	39	±8	14	54	32	±17	
USAFR	39	±9	8	60	33	±16	
Enlisted	44	±4	19	56	25	±5	
E1 – E4	42	±6	19	60	22	±8	
E5 – E9	46	±5	19	53	28	±7	
Officers	44	±5	13	69	17	±7	
AIAN	29	±8	20	48	31	±15	
ARNG	34	±13	NR	NR	NR		
USAR	22	±11	17	55	28	±15	
USNR	28	±15	16	47	36	±16	
ANG	15	±10	7	58	35	±11	
USAFR	30	±12	10	68	22	±13	
Enlisted	27	±9	20	48	32	±18	
Officers	44	±14	NR	NR	NR		
ASIAN	48	±5	16	48	37	±7	
ARNG	51	±11	13	48	39	±15	
USAR	48	±8	15	48	37	±9	
USNR	43	±9	NR	41	32	±13	
USMCR	61	±11	14	NR	NR	±11	
ANG	36	±5	10	51	38	±7	
USAFR	45	±15	NR	NR	20	±16	
Enlisted	49	±6	17	44	39	±8	
Officers	42	±6	8	68	24	±9	
NHPI	41	±11	5	65	30	±16	
ARNG	47	±24	3	NR	NR	±8	
USAR	39	±6	9	57	34	±9	
USNR	62	±29	NR	NR	NR		
ANG	28	±14	5	69	26	±15	
USAFR	35	±10	NR	42	NR	±16	
Enlisted	43	±12	5	65	30	±17	
Officers	28	±11	5	59	36	±13	
TWO OR MORE RACES	42	±9	10	60	30	±14	
ARNG	42	±15	5	NR	NR	±9	
USAR	55	±20	NR	NR	NR		
USNR	40	±14	19	62	20	±13	
USMCR	53	±31	NR	NR	NR		
ANG	21	±9	14	64	22	±17	
USAFR	43	±18	6	NR	NR	±8	
Enlisted	43	±10	10	58	32	±15	
Officers	39	±10	9	73	18	±16	
USCGR	31	±4	11	54	35	±7	
White	29	±4	10	49	41	±9	
Black	39	±14	NR	NR	NR		
Hispanic	41	±11	19	65	16	±16	
Other Race/Ethnicity	35	±9	19	61	20	±15	
Enlisted	32	±4	12	52	36	±8	
E1 – E4	37	±7	14	48	38	±13	
E5 – E9	28	±5	10	56	34	±9	
Officers	29	±6	8	62	30	±12	
















































NR: Not reportable

**66. What was the organizational affiliation and rank of the offender(s)?****a. Someone in your chain-of-command?**

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
<b>TOTAL DOD</b>	38	±2	33	49	18	±3	
ARNG	41	±3	34	49	17	±4	
USAR	42	±3	33	48	19	±5	
USNR	37	±4	27	52	21	±6	
USMCR	40	±5	24	48	28	±7	
ANG	27	±4	33	51	16	±7	
USAFR	29	±4	36	50	14	±7	
Enlisted	39	±2	33	49	19	±3	
E1 – E4	38	±3	28	50	22	±4	
E5 – E9	40	±2	36	48	16	±4	
Officers	33	±2	33	50	17	±3	
O1 – O3	36	±3	33	51	16	±5	
O4 – O6	29	±3	35	48	18	±5	
Male	38	±2	32	49	19	±3	
Female	39	±3	36	48	15	±5	
AGR/FTS/AR	45	±4	35	46	19	±6	
Other Selected Reserve	38	±2	32	49	18	±3	
Reserve Unit	38	±2	33	49	18	±3	
Military Technician	34	±5	32	55	13	±8	
IMA	26	±5	26	57	17	±9	
Not Activated Past 12 Months	34	±2	29	53	18	±3	
Activated Past 12 Months	45	±4	40	40	20	±5	
Not Deployed Past 12 Months	34	±2	29	52	18	±3	
Deployed Past 12 Months	50	±3	39	43	18	±4	
Deployed OIF/OEF	50	±4	41	42	18	±5	
<b>WHITE</b>	33	±2	31	48	21	±4	
ARNG	37	±3	31	48	21	±5	
USAR	38	±5	32	47	21	±7	
USNR	30	±5	26	50	24	±10	
USMCR	35	±6	22	47	31	±11	
ANG	24	±4	32	50	18	±10	
USAFR	22	±5	39	49	12	±12	
Enlisted	35	±3	31	48	21	±4	
E1 – E4	34	±4	25	50	25	±6	
E5 – E9	35	±3	35	46	18	±5	
Officers	28	±2	30	50	20	±4	
<b>BLACK</b>	50	±3	41	45	14	±3	
ARNG	54	±4	44	43	12	±6	
USAR	49	±4	40	44	16	±6	
USNR	51	±4	32	52	16	±6	
USMCR	50	±8	31	46	NR	±12	
ANG	47	±4	38	50	12	±5	
USAFR	43	±3	42	46	12	±5	
Enlisted	50	±3	40	45	15	±4	
E1 – E4	47	±5	36	48	16	±7	
E5 – E9	53	±3	43	43	14	±4	
Officers	49	±3	44	46	10	±4	

Note. Percent responding are Reserve component members who answered the question and who experienced racial/ethnic-related behaviors (Q53/Q54).

NR: Not reportable

66a. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
HISPANIC	47	±3	31	55	13	±5	
ARNG	48	±6	36	55	9	±9	
USAR	48	±6	31	55	14	±8	
USNR	49	±8	23	59	17	±10	
USMCR	48	±8	24	55	21	±12	
ANG	42	±8	29	57	14	±14	
USAFR	42	±9	30	47	23	±17	
Enlisted	47	±4	31	55	14	±5	
E1 – E4	45	±6	31	56	13	±8	
E5 – E9	50	±5	31	55	14	±7	
Officers	46	±5	32	57	11	±7	
AIAN	30	±8	30	58	12	±15	
ARNG	34	±14	NR	NR	8	±6	
USAR	23	±12	28	51	22	±18	
USNR	31	±16	29	53	18	±13	
ANG	16	±11	29	54	18	±10	
USAFR	34	±13	18	66	17	±13	
Enlisted	28	±9	30	59	11	±17	
Officers	46	±14	29	NR	NR	±16	
ASIAN	50	±5	30	47	23	±7	
ARNG	55	±11	33	44	23	±15	
USAR	50	±8	30	43	26	±10	
USNR	46	±9	25	53	21	±18	
USMCR	63	±11	NR	33	NR	±16	
ANG	36	±5	25	53	23	±7	
USAFR	46	±14	NR	NR	9	±7	
Enlisted	52	±6	30	46	25	±8	
Officers	43	±6	34	52	14	±10	
NHPI	42	±11	18	66	16	±15	
ARNG	44	±24	NR	NR	4	±9	
USAR	44	±6	30	55	15	±8	
USNR	62	±29	NR	NR	NR		
ANG	29	±14	24	62	14	±16	
USAFR	38	±10	21	NR	35	±17	
Enlisted	44	±12	17	67	16	±16	
Officers	28	±11	24	57	19	±14	
TWO OR MORE RACES	44	±9	33	53	14	±13	
ARNG	44	±15	NR	NR	NR		
USAR	57	±20	19	NR	NR	±18	
USNR	41	±14	43	50	7	±15	
USMCR	52	±31	NR	NR	5	±12	
ANG	26	±12	NR	NR	7	±5	
USAFR	45	±18	24	NR	NR	±16	
Enlisted	44	±10	31	54	15	±15	
Officers	47	±11	NR	NR	9	±16	
USCGR	34	±4	28	50	22	±7	
White	31	±5	25	51	24	±8	
Black	39	±14	NR	NR	NR		
Hispanic	47	±11	40	48	12	±15	
Other Race/Ethnicity	37	±9	32	53	16	±15	
Enlisted	34	±4	28	49	22	±8	
E1 – E4	40	±8	29	49	22	±12	
E5 – E9	29	±5	28	49	23	±9	
Officers	33	±6	25	56	18	±12	

NR: Not reportable

## 66. What was the organizational affiliation and rank of the offender(s)?

## b. Other military person(s) of higher rank/grade than you?

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL DOD	38	±2	34	47	19	±3	
ARNG	40	±3	35	48	17	±4	
USAR	42	±3	34	46	20	±5	
USNR	37	±4	27	50	23	±6	
USMCR	40	±5	27	45	28	±7	
ANG	27	±4	35	48	16	±7	
USAFR	29	±4	38	47	15	±7	
Enlisted	39	±2	34	46	19	±3	
E1 – E4	37	±3	33	45	22	±4	
E5 – E9	40	±2	36	47	17	±4	
Officers	33	±2	31	52	17	±3	
O1 – O3	36	±3	32	50	17	±5	
O4 – O6	29	±3	30	53	17	±5	
Male	38	±2	32	48	20	±3	
Female	39	±3	43	42	15	±5	
AGR/FTS/AR	45	±4	36	44	20	±6	
Other Selected Reserve	37	±2	34	48	19	±3	
Reserve Unit	38	±2	34	47	19	±3	
Military Technician	33	±5	36	51	14	±8	
IMA	26	±5	29	55	17	±11	
Not Activated Past 12 Months	34	±2	32	49	19	±3	
Activated Past 12 Months	44	±4	39	41	20	±5	
Not Deployed Past 12 Months	34	±2	31	50	19	±3	
Deployed Past 12 Months	49	±3	40	42	19	±4	
Deployed OIF/OEF	50	±4	41	40	19	±5	
WHITE	33	±2	31	48	21	±4	
ARNG	37	±3	30	49	20	±5	
USAR	38	±5	32	46	23	±7	
USNR	30	±5	27	47	26	±10	
USMCR	35	±6	22	44	35	±11	
ANG	24	±4	34	49	17	±10	
USAFR	22	±5	39	48	14	±12	
Enlisted	34	±3	31	47	22	±4	
E1 – E4	33	±4	28	47	25	±6	
E5 – E9	35	±3	34	47	19	±5	
Officers	28	±2	27	53	20	±4	
BLACK	50	±3	43	43	15	±3	
ARNG	54	±4	48	40	12	±6	
USAR	49	±4	38	44	18	±6	
USNR	50	±4	34	49	17	±6	
USMCR	50	±8	39	44	17	±16	
ANG	46	±4	45	42	12	±5	
USAFR	43	±3	45	43	12	±5	
Enlisted	50	±3	43	42	15	±4	
E1 – E4	47	±5	42	41	17	±7	
E5 – E9	52	±3	43	43	14	±4	
Officers	49	±3	43	47	11	±4	

Note. Percent responding are Reserve component members who answered the question and who experienced racial/ethnic-related behaviors (Q53/Q54).

66b. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
HISPANIC	46	±3	37	49	14	±5	
ARNG	47	±6	45	47	8	±9	
USAR	47	±6	35	49	15	±8	
USNR	49	±8	20	58	22	±10	
USMCR	48	±8	34	50	16	±13	
ANG	41	±8	33	53	14	±15	
USAFR	42	±9	33	43	24	±16	
Enlisted	46	±4	37	49	14	±5	
E1 – E4	44	±6	41	44	15	±8	
E5 – E9	49	±5	34	52	14	±7	
Officers	46	±5	34	56	11	±7	
AIAN	30	±8	34	52	14	±14	
ARNG	34	±13	NR	NR	12	±10	
USAR	22	±12	33	50	17	±17	
USNR	30	±16	34	47	20	±14	
ANG	16	±11	31	48	21	±11	
USAFR	32	±12	27	63	10	±13	
Enlisted	28	±9	33	54	13	±17	
Officers	45	±14	41	43	NR	±17	
ASIAN	50	±5	31	45	24	±7	
ARNG	55	±11	32	43	25	±15	
USAR	49	±8	33	40	27	±10	
USNR	46	±9	25	54	22	±18	
USMCR	62	±11	NR	NR	NR		
ANG	36	±5	30	45	25	±7	
USAFR	46	±14	NR	NR	9	±7	
Enlisted	52	±6	31	44	25	±8	
Officers	43	±6	35	50	15	±10	
NHPI	42	±11	22	62	16	±16	
ARNG	44	±24	NR	NR	4	±9	
USAR	44	±6	33	51	15	±8	
USNR	62	±29	NR	NR	NR		
ANG	29	±14	27	59	14	±16	
USAFR	37	±10	30	37	33	±18	
Enlisted	43	±12	21	63	16	±16	
Officers	28	±11	32	51	17	±13	
TWO OR MORE RACES	44	±9	40	46	14	±13	
ARNG	44	±15	NR	NR	NR		
USAR	56	±20	NR	NR	NR		
USNR	41	±14	38	52	10	±13	
USMCR	52	±31	NR	NR	NR		
ANG	26	±12	NR	NR	7	±5	
USAFR	44	±18	NR	NR	NR		
Enlisted	44	±10	40	45	15	±15	
Officers	46	±11	NR	NR	NR		
USCGR	34	±4	28	50	21	±7	
White	31	±5	27	50	23	±8	
Black	39	±14	NR	NR	NR		
Hispanic	46	±11	37	51	12	±16	
Other Race/Ethnicity	38	±9	26	54	20	±16	
Enlisted	34	±4	29	50	22	±8	
E1 – E4	40	±8	30	50	20	±12	
E5 – E9	29	±5	27	49	24	±9	
Officers	32	±6	28	52	20	±12	

NR: Not reportable
















































## 66. What was the organizational affiliation and rank of the offender(s)?

## c. Your military coworker(s)?











































1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL DOD	38	±2	32	49	18	±3	
ARNG	41	±3	34	48	18	±4	
USAR	42	±3	30	51	19	±5	
USNR	37	±4	28	50	22	±6	
USMCR	40	±5	33	39	28	±7	
ANG	27	±4	35	49	16	±7	
USAFR	29	±4	33	54	13	±7	
Enlisted	39	±2	33	48	19	±3	
E1 – E4	38	±3	32	46	21	±4	
E5 – E9	40	±2	33	50	17	±4	
Officers	32	±2	28	55	17	±3	
O1 – O3	36	±3	34	50	16	±5	
O4 – O6	29	±3	23	59	18	±5	
Male	38	±2	30	51	19	±3	
Female	39	±3	42	44	15	±5	
AGR/FTS/AR	45	±4	33	46	21	±6	
Other Selected Reserve	37	±2	32	50	18	±3	
Reserve Unit	38	±2	32	50	18	±3	
Military Technician	33	±5	26	61	13	±8	
IMA	26	±4	28	58	15	±10	
Not Activated Past 12 Months	34	±2	29	52	19	±3	
Activated Past 12 Months	44	±4	37	44	19	±5	
Not Deployed Past 12 Months	34	±2	30	51	19	±3	
Deployed Past 12 Months	49	±3	37	45	18	±4	
Deployed OIF/OEF	49	±4	37	45	18	±5	
WHITE	33	±2	31	48	21	±4	
ARNG	37	±3	32	47	21	±5	
USAR	38	±5	29	50	21	±7	
USNR	30	±5	26	48	26	±10	
USMCR	35	±6	32	34	35	±11	
ANG	24	±4	35	47	18	±10	
USAFR	22	±5	33	57	10	±12	
Enlisted	35	±3	32	46	21	±4	
E1 – E4	34	±4	31	45	24	±6	
E5 – E9	35	±3	33	48	19	±5	
Officers	28	±2	25	55	20	±4	
BLACK	50	±3	33	53	14	±4	
ARNG	54	±4	33	54	13	±6	
USAR	49	±4	30	54	15	±6	
USNR	50	±4	32	52	16	±6	
USMCR	49	±8	38	42	19	±15	
ANG	46	±4	38	50	12	±5	
USAFR	43	±3	35	53	12	±5	
Enlisted	50	±3	33	53	14	±4	
E1 – E4	46	±5	33	53	14	±7	
E5 – E9	52	±3	33	53	14	±4	
Officers	49	±3	33	56	11	±5	

Note. Percent responding are Reserve component members who answered the question and who experienced racial/ethnic-related behaviors (Q53/Q54).

66c. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
HISPANIC	46	±3	36	51	13	±5	
ARNG	46	±6	42	49	10	±9	
USAR	47	±6	34	52	13	±8	
USNR	49	±8	24	57	18	±10	
USMCR	48	±8	35	50	14	±12	
ANG	41	±8	30	58	12	±14	
USAFR	42	±9	35	42	23	±17	
Enlisted	46	±4	36	51	13	±5	
E1 – E4	44	±6	38	48	14	±9	
E5 – E9	48	±5	34	52	13	±7	
Officers	46	±5	34	56	10	±8	
AIAN	30	±8	34	53	13	±14	
ARNG	34	±13	NR	NR	10	±7	
USAR	22	±12	31	51	18	±17	
USNR	30	±16	32	45	23	±14	
ANG	16	±11	32	50	19	±10	
USAFR	33	±13	34	51	14	±13	
Enlisted	28	±9	33	55	12	±16	
Officers	45	±14	35	NR	NR	±17	
ASIAN	50	±5	33	43	24	±7	
ARNG	55	±11	36	39	25	±15	
USAR	49	±8	30	43	27	±10	
USNR	46	±9	30	48	21	±17	
USMCR	63	±11	25	NR	NR	±14	
ANG	37	±5	32	45	23	±7	
USAFR	46	±14	NR	NR	10	±7	
Enlisted	51	±6	33	41	26	±8	
Officers	43	±6	35	50	14	±10	
NHPI	42	±11	NR	NR	17	±13	
ARNG	44	±24	NR	NR	5	±10	
USAR	44	±6	26	57	17	±8	
USNR	62	±29	NR	NR	NR		
ANG	28	±14	19	68	13	±17	
USAFR	37	±10	24	40	35	±17	
Enlisted	43	±12	NR	NR	17	±14	
Officers	28	±11	28	62	10	±13	
TWO OR MORE RACES	42	±9	31	54	15	±13	
ARNG	40	±15	NR	NR	NR		
USAR	56	±20	NR	NR	NR		
USNR	41	±14	47	45	8	±14	
USMCR	52	±31	NR	NR	NR		
ANG	26	±12	NR	NR	7	±5	
USAFR	44	±18	13	NR	NR	±11	
Enlisted	42	±10	30	55	16	±16	
Officers	46	±11	NR	NR	NR		
USCGR	34	±4	35	44	21	±7	
White	31	±5	34	44	23	±8	
Black	41	±14	NR	NR	NR		
Hispanic	46	±11	42	48	10	±16	
Other Race/Ethnicity	37	±9	40	43	17	±15	
Enlisted	34	±4	38	42	21	±8	
E1 – E4	40	±8	38	43	19	±12	
E5 – E9	30	±5	37	41	22	±9	
Officers	32	±6	22	57	21	±12	

NR: Not reportable

## 66. What was the organizational affiliation and rank of the offender(s)?

## d. Your military subordinate(s)?

1. Yes









































2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL DOD	38	±2	15	66	19	±3	
ARNG	40	±3	15	66	18	±4	
USAR	42	±3	16	64	20	±5	
USNR	37	±4	12	65	23	±6	
USMCR	39	±5	13	58	29	±8	
ANG	27	±4	12	71	17	±7	
USAFR	28	±4	12	74	14	±6	
Enlisted	39	±2	15	66	19	±3	
E1 – E4	38	±3	13	65	22	±4	
E5 – E9	40	±2	16	66	18	±3	
Officers	32	±2	15	68	17	±3	
O1 – O3	35	±3	18	65	17	±4	
O4 – O6	29	±3	13	70	18	±5	
Male	38	±2	14	66	20	±3	
Female	38	±3	18	67	15	±5	
AGR/FTS/AR	45	±4	13	66	21	±6	
Other Selected Reserve	37	±2	15	66	19	±3	
Reserve Unit	37	±2	15	66	19	±3	
Military Technician	33	±5	15	73	12	±8	
IMA	25	±4	10	75	15	±8	
Not Activated Past 12 Months	34	±2	13	68	19	±3	
Activated Past 12 Months	44	±4	19	62	20	±5	
Not Deployed Past 12 Months	34	±2	14	67	19	±3	
Deployed Past 12 Months	49	±3	17	64	19	±4	
Deployed OIF/OEF	49	±4	17	64	19	±5	
WHITE	33	±2	15	64	21	±4	
ARNG	37	±3	14	64	21	±5	
USAR	38	±5	18	61	21	±7	
USNR	30	±5	13	60	26	±10	
USMCR	34	±6	15	51	34	±11	
ANG	24	±4	12	71	18	±10	
USAFR	21	±5	14	73	12	±11	
Enlisted	34	±3	15	63	22	±4	
E1 – E4	34	±4	12	64	24	±6	
E5 – E9	35	±3	17	63	20	±5	
Officers	28	±2	14	66	20	±4	
BLACK	50	±3	15	70	15	±3	
ARNG	53	±4	20	68	12	±6	
USAR	49	±4	12	70	18	±6	
USNR	49	±4	12	71	17	±5	
USMCR	49	±8	14	60	26	±18	
ANG	46	±4	10	77	13	±4	
USAFR	43	±3	12	76	13	±4	
Enlisted	50	±3	15	70	15	±4	
E1 – E4	47	±5	13	70	16	±7	
E5 – E9	52	±3	16	69	15	±4	
Officers	49	±3	17	72	12	±4	

Note. Percent responding are Reserve component members who answered the question and who experienced racial/ethnic-related behaviors (Q53/Q54).



66d. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
HISPANIC	46	±3	15	71	15	±5	
ARNG	47	±6	16	74	10	±9	
USAR	47	±6	18	66	16	±8	
USNR	48	±8	7	74	19	±8	
USMCR	47	±8	8	72	19	±12	
ANG	41	±8	17	70	13	±17	
USAFR	41	±9	10	67	23	±17	
Enlisted	46	±4	15	71	15	±5	
E1 – E4	44	±6	17	68	15	±8	
E5 – E9	48	±5	13	72	14	±6	
Officers	45	±5	16	72	12	±7	
AIAN	29	±8	20	66	14	±17	
ARNG	34	±13	NR	NR	11	±7	
USAR	22	±11	17	65	19	±18	
USNR	29	±15	13	64	23	±14	
ANG	15	±10	4	73	23	±11	
USAFR	33	±13	14	69	17	±13	
Enlisted	28	±9	NR	67	13	±16	
Officers	45	±14	NR	NR	NR		
ASIAN	50	±5	12	64	24	±7	
ARNG	55	±11	14	62	25	±15	
USAR	49	±8	10	61	29	±10	
USNR	46	±9	NR	62	22	±16	
USMCR	63	±11	9	NR	NR	±9	
ANG	37	±5	11	64	25	±7	
USAFR	46	±14	5	86	9	±10	
Enlisted	51	±6	11	62	26	±8	
Officers	43	±6	12	74	14	±8	
NHPI	42	±11	NR	NR	17	±13	
ARNG	44	±24	NR	NR	5	±10	
USAR	44	±6	13	69	18	±8	
USNR	62	±29	NR	NR	NR		
ANG	29	±14	7	78	15	±16	
USAFR	37	±10	NR	NR	35	±17	
Enlisted	43	±12	NR	NR	18	±14	
Officers	28	±11	9	76	15	±13	
TWO OR MORE RACES	42	±9	14	70	16	±13	
ARNG	40	±15	8	NR	NR	±11	
USAR	56	±20	NR	NR	NR		
USNR	41	±14	27	62	11	±18	
USMCR	52	±31	NR	NR	NR		
ANG	26	±12	NR	NR	9	±8	
USAFR	44	±18	4	NR	NR	±6	
Enlisted	42	±10	11	72	17	±16	
Officers	46	±11	NR	NR	NR		
USCGR	33	±4	11	67	22	±7	
White	31	±5	10	66	23	±8	
Black	39	±14	NR	NR	NR		
Hispanic	46	±11	16	69	15	±16	
Other Race/Ethnicity	38	±9	15	68	16	±14	
Enlisted	34	±4	11	67	22	±8	
E1 – E4	39	±8	8	71	21	±12	
E5 – E9	29	±5	15	62	23	±9	
Officers	32	±6	12	67	21	±11	

NR: Not reportable

## 66. What was the organizational affiliation and rank of the offender(s)?

e. Other military person(s)?










































1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL DOD	38	±2	23	57	20	±3	
ARNG	40	±3	23	58	18	±4	
USAR	42	±3	23	56	20	±5	
USNR	37	±4	17	60	23	±6	
USMCR	39	±5	20	50	30	±7	
ANG	27	±4	27	55	18	±7	
USAFR	29	±4	21	62	18	±7	
Enlisted	38	±2	23	57	20	±3	
E1 – E4	37	±3	22	56	23	±4	
E5 – E9	39	±2	24	58	18	±4	
Officers	32	±2	20	61	19	±3	
O1 – O3	35	±3	19	63	19	±5	
O4 – O6	29	±3	21	60	20	±5	
Male	37	±2	22	58	21	±3	
Female	38	±3	26	57	16	±5	
AGR/FTS/AR	44	±4	22	57	21	±6	
Other Selected Reserve	37	±2	23	58	20	±3	
Reserve Unit	37	±2	23	58	20	±3	
Military Technician	33	±5	26	61	14	±8	
IMA	26	±4	28	54	18	±10	
Not Activated Past 12 Months	34	±2	21	59	20	±3	
Activated Past 12 Months	44	±4	25	54	20	±5	
Not Deployed Past 12 Months	34	±2	21	59	20	±3	
Deployed Past 12 Months	48	±3	27	54	19	±4	
Deployed OIF/OEF	49	±4	28	54	19	±5	
WHITE	33	±2	21	57	22	±4	
ARNG	37	±3	19	60	22	±5	
USAR	38	±5	23	54	24	±7	
USNR	30	±5	16	60	24	±10	
USMCR	34	±6	20	43	37	±11	
ANG	24	±4	26	56	18	±10	
USAFR	22	±5	23	60	18	±11	
Enlisted	34	±3	21	57	22	±4	
E1 – E4	33	±4	20	55	26	±6	
E5 – E9	35	±3	22	58	20	±5	
Officers	28	±2	19	59	22	±4	
BLACK	50	±3	25	59	15	±3	
ARNG	53	±4	30	57	13	±6	
USAR	48	±4	23	61	16	±6	
USNR	50	±4	20	62	18	±5	
USMCR	48	±8	22	59	18	±16	
ANG	46	±4	27	59	14	±5	
USAFR	42	±3	23	63	14	±4	
Enlisted	50	±3	26	59	15	±4	
E1 – E4	47	±5	22	62	16	±7	
E5 – E9	52	±3	28	57	15	±4	
Officers	49	±3	23	64	13	±4	

Note. Percent responding are Reserve component members who answered the question and who experienced racial/ethnic-related behaviors (Q53/Q54).

66e. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
HISPANIC	46	±3	27	58	15	±5	
ARNG	47	±6	35	56	8	±9	
USAR	47	±6	24	61	15	±8	
USNR	49	±8	17	62	21	±10	
USMCR	48	±8	19	61	20	±12	
ANG	41	±8	29	50	22	±16	
USAFR	41	±9	19	57	24	±17	
Enlisted	46	±4	28	57	15	±5	
E1 – E4	44	±6	27	58	16	±8	
E5 – E9	48	±5	28	57	14	±7	
Officers	45	±5	23	66	11	±7	
AIAN	29	±8	18	68	14	±10	
ARNG	34	±13	18	72	10	±15	
USAR	22	±11	19	62	19	±17	
USNR	29	±15	13	68	19	±13	
ANG	16	±11	27	49	24	±11	
USAFR	33	±13	33	44	23	±15	
Enlisted	28	±9	17	70	13	±11	
Officers	45	±14	NR	NR	NR		
ASIAN	50	±5	23	52	24	±7	
ARNG	55	±11	32	44	24	±15	
USAR	49	±8	21	52	26	±10	
USNR	45	±9	NR	57	23	±15	
USMCR	62	±11	NR	NR	NR		
ANG	36	±5	20	55	25	±7	
USAFR	46	±14	11	79	10	±13	
Enlisted	51	±6	23	51	26	±8	
Officers	42	±6	23	62	15	±9	
NHPI	42	±11	NR	NR	17	±13	
ARNG	44	±24	NR	NR	4	±9	
USAR	44	±6	29	53	18	±8	
USNR	62	±29	NR	NR	NR		
ANG	29	±14	17	70	13	±17	
USAFR	35	±10	20	42	NR	±18	
Enlisted	43	±12	NR	NR	17	±14	
Officers	28	±11	31	56	14	±14	
TWO OR MORE RACES	42	±9	31	52	17	±15	
ARNG	39	±15	NR	NR	NR		
USAR	56	±20	NR	NR	NR		
USNR	39	±13	24	62	14	±13	
USMCR	52	±31	NR	NR	NR		
ANG	26	±12	NR	NR	9	±7	
USAFR	44	±18	7	NR	NR	±7	
Enlisted	41	±10	32	50	18	±17	
Officers	45	±11	NR	NR	11	±15	
USCGR	34	±4	18	58	24	±7	
White	31	±5	15	58	27	±8	
Black	39	±14	NR	NR	NR		
Hispanic	46	±11	28	57	15	±16	
Other Race/Ethnicity	37	±9	20	62	17	±15	
Enlisted	34	±4	17	59	25	±8	
E1 – E4	40	±8	10	65	25	±12	
E5 – E9	29	±5	24	52	24	±9	
Officers	32	±6	23	55	23	±12	

NR: Not reportable

## 66. What was the organizational affiliation and rank of the offender(s)?

## f. DoD/DHS civilian employee(s)?























































1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL DOD	38	±2	7	71	21	±2	
ARNG	40	±3	5	74	21	±4	
USAR	42	±3	8	70	21	±4	
USNR	37	±4	7	67	26	±6	
USMCR	40	±5	3	66	31	±7	
ANG	27	±4	13	68	19	±7	
USAFR	29	±4	11	71	18	±6	
Enlisted	39	±2	7	72	22	±3	
E1 – E4	38	±3	5	71	24	±4	
E5 – E9	39	±2	8	72	20	±3	
Officers	32	±2	10	70	20	±3	
O1 – O3	36	±3	8	72	20	±4	
O4 – O6	29	±3	12	68	20	±5	
Male	37	±2	7	70	22	±3	
Female	38	±3	7	75	17	±4	
AGR/FTS/AR	44	±4	10	68	23	±6	
Other Selected Reserve	37	±2	7	72	21	±3	
Reserve Unit	37	±2	7	72	21	±3	
Military Technician	32	±5	14	73	13	±8	
IMA	26	±5	18	64	19	±9	
Not Activated Past 12 Months	33	±2	7	72	21	±3	
Activated Past 12 Months	44	±4	6	70	24	±5	
Not Deployed Past 12 Months	34	±2	7	72	21	±3	
Deployed Past 12 Months	49	±3	7	70	22	±4	
Deployed OIF/OEF	49	±4	5	74	21	±5	
WHITE	33	±2	7	69	23	±3	
ARNG	37	±3	5	72	23	±5	
USAR	38	±5	9	67	23	±7	
USNR	30	±5	8	63	29	±10	
USMCR	35	±6	1	63	36	±11	
ANG	24	±4	15	67	18	±10	
USAFR	22	±5	10	71	18	±11	
Enlisted	34	±3	7	70	24	±4	
E1 – E4	34	±4	4	70	26	±6	
E5 – E9	35	±3	9	69	22	±5	
Officers	28	±2	9	68	23	±4	
BLACK	50	±3	7	75	18	±3	
ARNG	54	±4	6	77	17	±6	
USAR	48	±4	8	74	18	±6	
USNR	49	±4	7	73	20	±5	
USMCR	49	±8	5	75	20	±15	
ANG	46	±4	7	79	14	±4	
USAFR	42	±3	12	72	16	±4	
Enlisted	50	±3	7	75	18	±3	
E1 – E4	47	±5	4	75	21	±6	
E5 – E9	52	±3	9	75	16	±4	
Officers	49	±3	11	74	15	±5	

Note. Percent responding are Reserve component members who answered the question and who experienced racial/ethnic-related behaviors (Q53/Q54).

66f. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
HISPANIC	46	±3	8	74	17	±5	
ARNG	47	±6	10	77	12	±9	
USAR	47	±6	7	76	16	±7	
USNR	48	±8	5	73	22	±10	
USMCR	47	±8	6	75	19	±12	
ANG	41	±8	7	62	32	±17	
USAFR	41	±9	13	62	25	±16	
Enlisted	46	±4	8	74	18	±5	
E1 – E4	44	±6	9	75	16	±8	
E5 – E9	48	±5	8	74	19	±6	
Officers	46	±5	12	75	13	±6	
AIAN	27	±8	4	80	16	±7	
ARNG	29	±12	3	84	13	±9	
USAR	22	±11	5	75	20	±17	
USNR	29	±15	6	72	21	±12	
ANG	16	±11	7	69	24	±11	
USAFR	33	±13	9	70	21	±13	
Enlisted	25	±8	4	81	16	±7	
Officers	45	±14	5	78	NR	±18	
ASIAN	50	±5	6	66	28	±7	
ARNG	54	±11	5	66	30	±16	
USAR	49	±8	7	65	28	±10	
USNR	46	±9	8	68	23	±12	
USMCR	62	±11	1	NR	NR	±4	
ANG	37	±5	11	63	27	±7	
USAFR	46	±14	6	83	10	±11	
Enlisted	51	±6	5	65	30	±8	
Officers	42	±6	12	72	16	±9	
NHPI	42	±11	6	75	19	±14	
ARNG	44	±24	1	91	7	±14	
USAR	44	±6	10	71	19	±8	
USNR	62	±29	NR	NR	NR		
ANG	29	±14	6	79	15	±16	
USAFR	37	±10	19	NR	34	±17	
Enlisted	43	±12	6	75	19	±14	
Officers	28	±11	11	75	14	±13	
TWO OR MORE RACES	42	±9	6	75	19	±13	
ARNG	39	±15	1	NR	NR	±2	
USAR	57	±20	3	NR	NR	±4	
USNR	39	±13	7	78	15	±11	
USMCR	52	±31	NR	NR	NR		
ANG	26	±12	NR	NR	12	±8	
USAFR	44	±18	12	NR	NR	±16	
Enlisted	41	±10	3	77	20	±15	
Officers	46	±11	NR	NR	11	±15	
USCGR	34	±4	8	68	25	±7	
White	31	±5	8	66	26	±8	
Black	39	±14	NR	NR	NR		
Hispanic	46	±11	10	71	19	±16	
Other Race/Ethnicity	37	±9	9	76	15	±15	
Enlisted	34	±4	7	67	26	±8	
E1 – E4	40	±8	6	68	26	±12	
E5 – E9	29	±5	9	66	25	±9	
Officers	31	±6	10	69	21	±12	

NR: Not reportable

## 66. What was the organizational affiliation and rank of the offender(s)?

g. DoD/DHS civilian contractor(s)?

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL DOD	38	±2	4	75	22	±2	
ARNG	40	±3	4	76	21	±4	
USAR	42	±3	5	73	21	±4	
USNR	37	±4	3	71	25	±6	
USMCR	40	±5	1	68	31	±7	
ANG	27	±4	2	79	20	±6	
USAFR	29	±4	5	76	18	±6	
Enlisted	39	±2	4	75	22	±3	
E1 – E4	38	±3	4	72	24	±4	
E5 – E9	39	±2	3	77	20	±3	
Officers	32	±2	4	75	21	±3	
O1 – O3	36	±3	3	76	20	±4	
O4 – O6	29	±3	4	74	21	±4	
Male	38	±2	4	74	22	±3	
Female	38	±3	2	80	18	±4	
AGR/FTS/AR	44	±4	3	74	24	±6	
Other Selected Reserve	37	±2	4	75	21	±3	
Reserve Unit	37	±2	4	75	21	±3	
Military Technician	33	±5	4	82	15	±7	
IMA	25	±4	6	74	19	±8	
Not Activated Past 12 Months	34	±2	3	76	21	±3	
Activated Past 12 Months	44	±4	5	72	23	±5	
Not Deployed Past 12 Months	34	±2	3	76	21	±3	
Deployed Past 12 Months	49	±3	5	73	22	±4	
Deployed OIF/OEF	50	±4	4	75	21	±5	
WHITE	33	±2	4	72	24	±3	
ARNG	37	±3	3	73	23	±5	
USAR	38	±5	8	69	24	±7	
USNR	30	±5	2	68	29	±10	
USMCR	35	±6	NR	64	36	±11	
ANG	24	±4	1	80	19	±9	
USAFR	22	±5	6	75	18	±11	
Enlisted	34	±3	4	72	24	±4	
E1 – E4	34	±4	5	69	26	±6	
E5 – E9	35	±3	3	75	22	±5	
Officers	28	±2	4	72	24	±4	
BLACK	49	±3	4	79	17	±3	
ARNG	53	±4	4	79	16	±6	
USAR	48	±4	3	78	19	±5	
USNR	49	±4	3	77	20	±5	
USMCR	48	±8	2	79	19	±15	
ANG	46	±4	3	83	14	±4	
USAFR	42	±3	3	81	15	±4	
Enlisted	50	±3	4	79	18	±3	
E1 – E4	46	±5	2	78	20	±6	
E5 – E9	52	±3	5	79	16	±4	
Officers	49	±3	3	82	15	±4	

Note. Percent responding are Reserve component members who answered the question and who experienced racial/ethnic-related behaviors (Q53/Q54).

NR: Not reportable

66g. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
HISPANIC	46	±3	4	79	17	±4	
ARNG	47	±6	5	82	13	±8	
USAR	47	±6	2	81	16	±7	
USNR	48	±8	6	75	19	±11	
USMCR	47	±8	3	78	19	±12	
ANG	40	±8	1	67	32	±18	
USAFR	41	±9	5	70	25	±16	
Enlisted	46	±4	4	78	18	±5	
E1 – E4	43	±6	6	79	15	±7	
E5 – E9	48	±5	3	78	19	±6	
Officers	45	±5	4	82	14	±6	
AIAN	29	±8	2	84	14	±6	
ARNG	34	±13	1	87	11	±8	
USAR	22	±11	3	77	20	±17	
USNR	29	±15	5	75	20	±12	
ANG	16	±11	0	76	24	±11	
USAFR	33	±13	5	76	20	±13	
Enlisted	28	±9	2	85	14	±7	
Officers	45	±14	4	NR	NR	±4	
ASIAN	50	±5	3	69	28	±7	
ARNG	55	±11	2	67	30	±16	
USAR	49	±8	4	67	29	±10	
USNR	46	±9	3	72	24	±12	
USMCR	62	±11	2	NR	NR	±5	
ANG	37	±5	5	69	26	±7	
USAFR	46	±14	2	87	11	±9	
Enlisted	51	±6	3	66	31	±8	
Officers	43	±6	3	82	16	±7	
NHPI	42	±11	3	79	19	±13	
ARNG	44	±24	NR	93	7	±12	
USAR	44	±6	6	76	18	±8	
USNR	62	±29	NR	NR	NR		
ANG	29	±14	5	79	16	±16	
USAFR	37	±10	2	63	35	±18	
Enlisted	43	±12	2	79	19	±14	
Officers	28	±11	10	75	15	±13	
TWO OR MORE RACES	42	±9	3	78	19	±13	
ARNG	39	±15	NR	NR	NR		
USAR	56	±20	1	NR	NR	±3	
USNR	39	±13	6	78	16	±11	
USMCR	52	±31	NR	NR	NR		
ANG	26	±12	3	85	11	±9	
USAFR	44	±18	NR	NR	NR		
Enlisted	41	±10	3	77	20	±15	
Officers	45	±11	NR	83	11	±16	
USCGR	34	±4	3	71	26	±7	
White	31	±5	2	70	28	±8	
Black	39	±14	NR	NR	NR		
Hispanic	46	±11	NR	76	21	±16	
Other Race/Ethnicity	37	±9	5	81	15	±15	
Enlisted	34	±4	3	70	27	±8	
E1 – E4	40	±8	4	68	28	±12	
E5 – E9	29	±5	2	73	25	±9	
Officers	32	±6	2	75	23	±11	

NR: Not reportable

## 66. What was the organizational affiliation and rank of the offender(s)?

## h. Unknown person(s)?

1. Yes










































2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL DOD	38	±2	13	63	23	±3	
ARNG	40	±3	12	65	23	±4	
USAR	42	±3	13	63	25	±5	
USNR	37	±4	17	59	25	±6	
USMCR	39	±5	14	54	32	±7	
ANG	27	±4	11	67	21	±7	
USAFR	28	±4	20	63	17	±7	
Enlisted	39	±2	13	63	24	±3	
E1 – E4	37	±3	14	60	25	±4	
E5 – E9	39	±2	13	65	22	±4	
Officers	32	±2	12	66	21	±3	
O1 – O3	35	±3	11	68	21	±4	
O4 – O6	29	±3	12	66	22	±5	
Male	37	±2	14	62	24	±3	
Female	38	±3	10	70	20	±5	
AGR/FTS/AR	44	±4	13	63	24	±6	
Other Selected Reserve	37	±2	13	63	23	±3	
Reserve Unit	37	±2	13	63	23	±3	
Military Technician	33	±5	15	66	19	±8	
IMA	25	±4	18	63	19	±9	
Not Activated Past 12 Months	34	±2	15	62	23	±3	
Activated Past 12 Months	44	±4	10	65	25	±5	
Not Deployed Past 12 Months	34	±2	15	63	23	±3	
Deployed Past 12 Months	49	±3	10	65	24	±4	
Deployed OIF/OEF	49	±4	9	68	23	±5	
WHITE	33	±2	13	62	25	±4	
ARNG	37	±3	12	63	25	±5	
USAR	38	±5	12	60	28	±7	
USNR	31	±5	14	58	28	±10	
USMCR	34	±6	12	50	37	±11	
ANG	24	±4	11	69	20	±10	
USAFR	22	±5	24	61	15	±12	
Enlisted	34	±3	13	62	26	±4	
E1 – E4	33	±4	14	59	28	±6	
E5 – E9	35	±3	12	64	24	±5	
Officers	28	±2	12	64	24	±4	
BLACK	49	±3	14	67	19	±3	
ARNG	53	±4	12	70	18	±6	
USAR	48	±4	14	65	21	±6	
USNR	49	±4	16	64	21	±5	
USMCR	49	±8	14	58	28	±18	
ANG	46	±4	15	68	16	±5	
USAFR	42	±3	15	69	17	±4	
Enlisted	49	±3	14	67	20	±4	
E1 – E4	46	±5	15	63	22	±7	
E5 – E9	51	±3	13	69	18	±4	
Officers	49	±3	11	72	16	±4	

Note. Percent responding are Reserve component members who answered the question and who experienced racial/ethnic-related behaviors (Q53/Q54).



66h. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
HISPANIC	46	±3	14	68	18	±5	
ARNG	47	±6	14	70	16	±9	
USAR	47	±6	12	72	16	±8	
USNR	48	±8	22	59	19	±11	
USMCR	48	±8	19	64	17	±13	
ANG	40	±8	8	59	33	±17	
USAFR	41	±9	7	67	26	±16	
Enlisted	46	±4	14	68	19	±5	
E1 – E4	44	±6	15	69	15	±8	
E5 – E9	48	±5	13	66	21	±7	
Officers	45	±5	12	71	16	±6	
AIAN	29	±8	20	61	19	±13	
ARNG	34	±13	NR	NR	12	±8	
USAR	21	±11	11	68	22	±17	
USNR	29	±15	11	62	27	±14	
ANG	16	±11	19	52	29	±11	
USAFR	32	±13	23	53	23	±14	
Enlisted	28	±9	20	60	19	±15	
Officers	45	±14	NR	NR	NR		
ASIAN	50	±5	14	57	29	±7	
ARNG	55	±11	8	61	31	±15	
USAR	49	±8	16	54	30	±10	
USNR	46	±9	NR	54	23	±14	
USMCR	62	±11	11	NR	NR	±9	
ANG	35	±5	17	52	31	±7	
USAFR	46	±14	NR	NR	15	±14	
Enlisted	51	±6	15	55	30	±8	
Officers	42	±6	11	70	20	±9	
NHPI	42	±11	14	NR	NR	±9	
ARNG	44	±24	NR	NR	NR		
USAR	44	±6	19	57	24	±8	
USNR	62	±29	NR	NR	NR		
ANG	29	±14	18	65	17	±16	
USAFR	35	±10	NR	NR	30	±17	
Enlisted	43	±12	14	NR	NR	±10	
Officers	28	±11	20	64	16	±14	
TWO OR MORE RACES	41	±9	17	64	19	±14	
ARNG	39	±15	NR	NR	NR		
USAR	56	±20	NR	NR	NR		
USNR	41	±14	20	62	17	±13	
USMCR	52	±31	NR	NR	NR		
ANG	22	±9	10	75	15	±10	
USAFR	43	±18	NR	NR	12	±11	
Enlisted	41	±10	18	62	20	±15	
Officers	41	±11	7	76	16	±15	
USCGR	33	±4	11	60	29	±7	
White	31	±5	12	56	32	±8	
Black	39	±14	NR	NR	NR		
Hispanic	46	±11	NR	73	17	±16	
Other Race/Ethnicity	37	±9	9	74	18	±15	
Enlisted	34	±4	11	59	29	±8	
E1 – E4	40	±8	13	58	28	±12	
E5 – E9	29	±5	9	60	31	±9	
Officers	32	±6	10	64	26	±11	

NR: Not reportable

**66. What was the organizational affiliation of the person(s) involved? Constructed from Q66a-g.**

1. Military only

2. Both military and civilian

3. Civilian only

	Percent Responding		Percentages			Max ME
			1	2	3	
<b>TOTAL DOD</b>	24	±2	86	11	3	±2
ARNG	26	±2	89	8	3	±3
USAR	26	±3	84	13	3	±5
USNR	19	±3	82	10	7	±7
USMCR	21	±4	94	4	2	±7
ANG	17	±3	78	19	3	±9
USAFR	18	±3	80	17	3	±7
Enlisted	24	±2	87	10	3	±3
E1 – E4	21	±2	89	9	2	±4
E5 – E9	26	±2	86	11	3	±3
Officers	22	±2	82	13	5	±3
O1 – O3	25	±3	86	10	4	±4
O4 – O6	19	±2	79	15	6	±5
Male	23	±2	86	11	3	±3
Female	28	±3	89	9	2	±4
AGR/FTS/AR	27	±4	83	14	3	±6
Other Selected Reserve	23	±2	86	10	3	±3
Reserve Unit	23	±2	87	10	3	±3
Military Technician	21	±4	77	17	6	±9
IMA	17	±4	71	20	10	±11
Not Activated Past 12 Months	20	±2	86	11	3	±3
Activated Past 12 Months	32	±4	88	9	3	±4
Not Deployed Past 12 Months	20	±2	86	11	4	±3
Deployed Past 12 Months	34	±3	87	11	2	±4
Deployed OIF/OEF	36	±4	91	8	2	±4
<b>WHITE</b>	20	±2	86	11	3	±4
ARNG	23	±3	90	7	3	±5
USAR	23	±4	82	16	3	±8
USNR	16	±4	82	9	9	±12
USMCR	18	±5	NR	NR	NR	
ANG	14	±4	74	22	4	±13
USAFR	14	±4	81	18	1	±14
Enlisted	20	±2	86	11	3	±4
E1 – E4	18	±3	87	10	3	±7
E5 – E9	22	±3	85	12	3	±5
Officers	18	±2	82	13	5	±4
<b>BLACK</b>	34	±2	87	10	2	±3
ARNG	38	±4	90	9	1	±5
USAR	31	±4	85	11	4	±5
USNR	29	±3	87	10	4	±4
USMCR	32	±8	90	8	2	±11
ANG	31	±3	88	10	2	±4
USAFR	30	±3	81	17	2	±4
Enlisted	33	±3	88	10	2	±3
E1 – E4	29	±4	94	6	0	±5
E5 – E9	36	±3	84	13	3	±4
Officers	38	±3	84	12	5	±5

Note. Percent responding are Reserve component members who answered the question and who experienced racial/ethnic-related behaviors (Q53/Q54) and who know the organizational affiliation and rank of the offender (Q66a-g). Respondents who indicated "Don't know" are set to missing.

NR: Not reportable

66. Continued	Percent Responding		Percentages			Max ME
			1	2	3	
HISPANIC	31	±3	86	10	4	±5
ARNG	36	±6	87	9	4	±10
USAR	32	±5	88	9	3	±6
USNR	23	±6	79	15	6	±17
USMCR	26	±7	NR	NR	0	±2
ANG	28	±8	89	8	3	±7
USAFR	26	±8	79	16	4	±13
Enlisted	31	±4	87	10	3	±5
E1 – E4	29	±5	87	12	1	±10
E5 – E9	33	±4	87	8	5	±6
Officers	33	±5	82	14	4	±6
AIAN	19	±7	93	5	1	±4
ARNG	24	±12	95	4	1	±5
USAR	14	±7	91	8	1	±6
USNR	17	±10	88	9	3	±11
ANG	8	±6	87	13	NR	±11
USAFR	20	±9	86	13	1	±13
Enlisted	18	±8	94	5	1	±4
Officers	28	±11	90	9	1	±8
ASIAN	28	±4	88	10	2	±4
ARNG	31	±9	91	9	1	±7
USAR	28	±6	86	12	2	±6
USNR	23	±8	82	9	9	±15
USMCR	33	±14	96	4	NR	±8
ANG	19	±4	79	21	0	±9
USAFR	27	±15	88	10	2	±12
Enlisted	27	±5	90	9	1	±4
Officers	30	±6	82	13	6	±11
NHPI	19	±9	85	11	4	±12
ARNG	19	±21	NR	NR	NR	
USAR	23	±5	79	19	NR	±9
USNR	8	±9	NR	NR	NR	
ANG	14	±8	NR	11	NR	±14
USAFR	17	±8	NR	NR	NR	
Enlisted	19	±10	86	10	4	±12
Officers	16	±8	73	27	NR	±16
TWO OR MORE RACES	28	±8	87	10	3	±9
ARNG	29	±14	NR	NR	0	±3
USAR	32	±20	93	6	1	±10
USNR	27	±11	87	11	3	±13
USMCR	23	±21	NR	NR	NR	
ANG	20	±11	NR	NR	1	±3
USAFR	27	±15	NR	15	NR	±16
Enlisted	26	±9	93	7	1	±6
Officers	37	±11	NR	NR	NR	
USCGR	19	±3	86	11	4	±7
White	17	±4	86	11	3	±10
Black	26	±13	NR	NR	NR	
Hispanic	34	±10	81	8	NR	±18
Other Race/Ethnicity	26	±8	87	13	NR	±11
Enlisted	19	±4	87	9	4	±8
E1 – E4	21	±6	88	7	NR	±15
E5 – E9	18	±4	85	12	3	±10
Officers	19	±6	81	16	NR	±15

NR: Not reportable

**67. As a result of the situation, did you...**

- a. Try to ignore the behavior?      b. Try to avoid the person(s) who bothered you?      c. Tell the person(s) to stop?
- d. Ask someone else to speak to the person(s) for you?      e. Settle it yourself physically?      f. Call a hotline for advice/information (not to file a complaint)?
- g. Request a transfer?      h. Think about getting out of your National Guard/Reserve component?      i. Accomplish less than you would like at your military work?

	Percent Responding		Percentages									Max ME
			a	b	c	d	e	f	g	h	i	
TOTAL DOD	38	±2	63	50	37	24	6	4	8	23	23	±3
ARNG	40	±3	65	52	37	23	6	4	8	25	23	±4
USAR	43	±3	65	50	40	27	8	5	10	21	23	±5
USNR	37	±4	59	48	37	23	5	4	9	21	22	±6
USMCR	39	±5	60	41	30	14	4	3	7	15	15	±8
ANG	27	±4	60	45	29	22	2	2	3	25	22	±7
USAFR	28	±4	60	46	34	22	7	6	8	26	24	±7
Enlisted	38	±2	64	51	37	25	7	4	8	23	23	±3
E1 – E4	37	±3	64	51	34	23	7	4	8	23	21	±4
E5 – E9	39	±2	64	50	40	25	6	4	9	23	24	±4
Officers	33	±2	60	42	31	17	2	3	8	21	21	±3
O1 – O3	36	±3	63	42	30	17	3	4	11	24	22	±5
O4 – O6	29	±3	58	42	31	17	2	3	6	20	21	±5
Male	37	±2	63	48	35	23	6	4	8	23	22	±3
Female	38	±3	67	55	42	27	5	5	11	25	26	±5
AGR/FTS/AR	44	±4	62	51	42	26	6	5	11	24	24	±6
Other Selected Reserve	37	±2	63	49	36	23	6	4	8	23	22	±3
Reserve Unit	37	±2	64	49	36	24	6	4	8	23	22	±3
Military Technician	33	±5	64	54	41	23	8	6	9	25	19	±9
IMA	26	±4	59	44	33	15	3	6	10	19	21	±10
Not Activated Past 12 Months	34	±2	64	49	36	22	6	4	8	22	21	±3
Activated Past 12 Months	44	±4	58	51	40	25	6	4	7	28	26	±5
Not Deployed Past 12 Months	34	±2	64	48	34	21	5	4	8	21	21	±3
Deployed Past 12 Months	49	±3	63	53	41	29	7	4	10	27	26	±4
Deployed OIF/OEF	49	±4	62	55	40	27	8	3	10	25	27	±5
WHITE	33	±2	60	46	34	21	5	3	5	21	21	±4
ARNG	36	±3	62	49	36	20	4	3	5	20	20	±5
USAR	38	±5	61	43	35	21	8	3	6	19	22	±7
USNR	30	±5	56	50	37	24	4	4	8	23	24	±10
USMCR	34	±6	60	41	28	14	4	3	8	11	13	±11
ANG	24	±4	57	42	25	23	1	NR	2	25	22	±10
USAFR	21	±5	59	41	33	22	7	7	8	27	27	±12
Enlisted	34	±3	61	47	35	22	5	3	5	21	21	±4
E1 – E4	33	±4	60	48	30	22	6	3	6	21	17	±6
E5 – E9	34	±3	61	47	39	21	4	3	5	21	24	±5
Officers	28	±2	58	38	29	15	2	3	7	20	20	±4
BLACK	50	±3	69	54	39	31	7	6	16	29	27	±3
ARNG	54	±4	69	57	38	34	7	6	18	34	29	±6
USAR	50	±4	70	55	45	34	9	7	17	28	29	±6
USNR	50	±4	63	48	37	25	9	7	13	21	22	±7
USMCR	51	±8	68	48	34	15	6	4	10	20	16	±12
ANG	47	±4	64	47	33	23	3	4	8	27	22	±5
USAFR	43	±3	68	49	29	23	5	4	10	26	24	±5
Enlisted	50	±3	69	54	40	32	8	6	16	30	27	±4
E1 – E4	47	±5	72	57	41	31	8	6	19	33	28	±7
E5 – E9	53	±3	67	52	39	33	8	7	14	29	27	±4
Officers	50	±3	67	51	35	22	3	5	14	24	24	±4

Note. Percent responding are Reserve component members who answered the question and who experienced racial/ethnic-related behaviors (Q53/Q54).

NR: Not reportable

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67. Continued	Percent Responding		Percentages									Max ME
			a	b	c	d	e	f	g	h	i	
HISPANIC	46	±3	68	57	41	26	8	6	11	23	22	±5
ARNG	48	±6	74	62	40	28	10	8	14	30	27	±9
USAR	47	±6	69	62	45	32	8	6	13	18	20	±8
USNR	48	±8	57	42	35	20	4	5	10	17	17	±11
USMCR	45	±8	57	39	31	12	3	3	5	19	18	±13
ANG	41	±8	71	52	44	18	4	4	5	16	22	±16
USAFR	39	±9	55	45	40	22	NR	NR	5	19	14	±15
Enlisted	46	±4	68	58	41	27	9	7	12	23	23	±5
E1 – E4	44	±6	72	56	38	23	9	7	9	23	23	±8
E5 – E9	49	±5	66	58	43	29	9	6	14	23	22	±7
Officers	46	±5	68	48	38	20	4	5	9	19	16	±7
AIAN	30	±8	72	57	45	33	NR	2	5	26	17	±18
ARNG	34	±13	80	NR	NR	NR	NR	1	5	NR	17	±12
USAR	22	±11	62	51	35	16	6	5	11	21	21	±13
USNR	30	±15	69	52	30	24	3	1	2	16	19	±14
ANG	16	±11	66	53	36	15	2	4	4	18	16	±10
USAFR	33	±13	73	48	56	19	1	1	7	20	15	±13
Enlisted	28	±9	73	57	47	NR	NR	2	5	26	16	±18
Officers	46	±14	66	56	35	NR	2	1	7	27	NR	±18
ASIAN	49	±5	68	56	40	21	9	5	9	27	26	±7
ARNG	52	±11	70	52	41	20	10	4	9	35	27	±14
USAR	49	±8	68	59	38	27	12	7	13	22	27	±10
USNR	46	±9	69	55	45	17	8	5	6	NR	24	±18
USMCR	61	±11	NR	NR	NR	NR	3	2	3	NR	NR	±7
ANG	36	±5	70	60	36	19	8	6	7	25	23	±7
USAFR	46	±14	NR	NR	NR	13	3	2	4	NR	NR	±12
Enlisted	50	±6	68	58	41	20	10	4	8	28	26	±8
Officers	43	±6	64	46	35	25	5	7	11	25	28	±11
NHPI	42	±11	NR	NR	NR	20	6	4	9	12	14	±11
ARNG	44	±24	NR	NR	NR	NR	0	2	NR	6	6	±12
USAR	44	±6	74	73	53	39	16	9	14	21	26	±8
USNR	62	±29	NR	NR	NR	NR	1	NR	NR	NR	NR	±7
ANG	29	±14	66	61	28	17	2	NR	5	11	18	±17
USAFR	38	±10	NR	NR	NR	28	NR	4	8	17	13	±16
Enlisted	43	±12	NR	NR	NR	20	6	4	9	12	15	±11
Officers	28	±11	61	55	35	23	5	7	8	16	11	±14
TWO OR MORE RACES	44	±9	57	49	37	25	8	3	10	31	28	±13
ARNG	44	±15	NR	NR	NR	NR	NR	NR	NR	NR	NR	
USAR	57	±20	NR	NR	NR	NR	1	1	3	NR	NR	±4
USNR	42	±14	68	57	35	35	7	9	22	29	39	±16
USMCR	52	±31	NR	NR	NR	NR	NR	NR	NR	NR	NR	
ANG	26	±12	66	NR	NR	17	3	2	11	NR	NR	±17
USAFR	45	±18	NR	NR	NR	NR	3	4	9	NR	20	±17
Enlisted	44	±10	57	50	37	27	9	4	10	30	25	±15
Officers	47	±11	56	NR	NR	16	1	2	10	NR	NR	±16
USCGR	34	±4	57	44	27	12	4	5	8	21	22	±7
White	31	±5	54	41	27	10	4	5	7	19	22	±9
Black	39	±14	NR	NR	NR	NR	NR	NR	NR	NR	NR	
Hispanic	48	±11	71	58	34	19	7	6	11	30	28	±16
Other Race/Ethnicity	36	±9	53	37	27	19	3	2	7	25	21	±15
Enlisted	34	±4	59	46	28	13	5	6	9	22	23	±8
E1 – E4	39	±8	59	46	26	12	5	7	9	25	26	±12
E5 – E9	29	±5	58	46	30	14	4	5	9	20	21	±9
Officers	33	±6	53	36	21	8	3	2	3	17	16	±12

NR: Not reportable

**68. Did you report this situation to any of the following National Guard/Reserve/DoD/DHS individuals or organizations?**

- a. Someone in your chain-of-command      b. Someone in the chain-of-command of the person who did it      c. Special military office responsible for handling these kinds of complaints (for example, Military Equal Opportunity or Civil Rights Office)
- d. Other person or office with responsibility for follow-up      e. Chaplain, counselor, ombudsman, or health care provider
















































	Percent Responding		Percentages					Max ME
			a	b	c	d	e	
TOTAL DOD	37	±2	25	18	6	11	8	±2
ARNG	40	±3	26	20	7	11	9	±4
USAR	43	±3	28	20	7	12	9	±4
USNR	37	±4	22	15	5	10	7	±5
USMCR	38	±5	11	7	3	5	6	±5
ANG	27	±4	26	15	3	9	6	±7
USAFR	29	±4	23	16	8	12	7	±6
Enlisted	38	±2	26	18	7	11	8	±3
E1 – E4	37	±3	23	16	6	10	8	±4
E5 – E9	39	±2	28	20	7	12	9	±3
Officers	33	±2	20	16	5	9	7	±3
O1 – O3	36	±3	20	15	5	8	8	±4
O4 – O6	29	±3	21	17	5	9	6	±4
Male	37	±2	24	17	6	10	7	±3
Female	38	±3	33	23	8	14	12	±4
AGR/FTS/AR	44	±4	27	20	8	13	11	±6
Other Selected Reserve	37	±2	25	18	6	11	8	±2
Reserve Unit	37	±2	25	18	6	11	8	±3
Military Technician	34	±5	24	13	7	11	6	±8
IMA	26	±5	22	15	8	7	4	±10
Not Activated Past 12 Months	34	±2	22	16	6	9	7	±3
Activated Past 12 Months	44	±4	33	21	9	15	12	±5
Not Deployed Past 12 Months	34	±2	22	15	6	9	7	±3
Deployed Past 12 Months	49	±3	32	24	8	14	11	±4
Deployed OIF/OEF	49	±4	33	25	9	15	11	±5
WHITE	33	±2	23	16	4	8	7	±3
ARNG	35	±3	23	17	4	8	7	±5
USAR	38	±5	24	17	5	9	8	±7
USNR	30	±5	25	17	5	9	6	±9
USMCR	34	±6	7	4	1	4	7	±8
ANG	24	±4	26	13	1	9	5	±10
USAFR	22	±5	24	18	8	11	5	±11
Enlisted	34	±3	24	16	4	8	7	±4
E1 – E4	33	±4	22	13	4	7	7	±6
E5 – E9	34	±3	25	19	5	9	8	±5
Officers	28	±2	20	15	4	8	6	±4
BLACK	50	±3	30	23	12	16	10	±3
ARNG	53	±4	35	26	16	19	12	±6
USAR	50	±4	30	24	10	15	11	±6
USNR	50	±4	21	14	5	10	7	±4
USMCR	49	±8	20	17	7	9	5	±10
ANG	46	±4	25	19	12	14	7	±5
USAFR	43	±3	24	17	7	13	5	±4
Enlisted	50	±3	31	23	12	16	11	±4
E1 – E4	46	±5	29	22	12	16	10	±7
E5 – E9	52	±3	33	24	12	17	11	±4
Officers	50	±3	23	19	8	13	8	±4

Note. Percent responding are Reserve component members who answered the question and who experienced racial/ethnic-related behaviors (Q53/Q54).

68. Continued	Percent Responding		Percentages					Max ME
			a	b	c	d	e	
HISPANIC	47	±3	29	21	7	14	9	±5
ARNG	49	±6	32	24	7	17	10	±9
USAR	47	±6	36	26	9	15	10	±8
USNR	48	±8	19	14	5	13	8	±10
USMCR	44	±8	10	9	4	4	3	±6
ANG	41	±8	24	20	5	6	4	±17
USAFR	41	±9	18	13	4	6	NR	±9
Enlisted	47	±4	30	22	7	14	9	±5
E1 – E4	44	±6	23	19	5	10	11	±8
E5 – E9	49	±5	34	25	9	17	8	±7
Officers	46	±5	20	14	7	9	7	±6
AIAN	30	±8	17	14	6	8	7	±7
ARNG	34	±14	15	14	5	7	6	±11
USAR	22	±11	24	21	9	13	10	±9
USNR	30	±16	24	10	6	4	7	±13
ANG	16	±11	22	13	9	8	16	±11
USAFR	33	±13	17	13	5	7	8	±11
Enlisted	28	±9	17	14	5	9	7	±8
Officers	46	±14	13	13	NR	4	4	±14
ASIAN	48	±5	19	14	8	13	10	±7
ARNG	52	±11	21	18	13	15	14	±17
USAR	48	±8	22	16	7	13	8	±7
USNR	46	±9	11	7	4	7	5	±5
USMCR	61	±11	NR	NR	NR	NR	3	±6
ANG	35	±5	19	14	8	12	8	±6
USAFR	46	±15	7	5	2	NR	NR	±6
Enlisted	49	±6	19	13	9	13	10	±8
Officers	43	±6	18	15	4	9	6	±9
NHPI	42	±11	NR	NR	5	6	NR	±4
ARNG	44	±24	NR	NR	2	1	NR	±7
USAR	44	±6	24	18	10	13	11	±7
USNR	62	±29	NR	NR	NR	NR	NR	
ANG	29	±14	15	16	5	NR	3	±15
USAFR	38	±10	30	16	4	5	3	±17
Enlisted	43	±12	NR	NR	5	5	NR	±4
Officers	29	±12	18	20	10	12	10	±11
TWO OR MORE RACES	44	±9	27	15	9	15	11	±14
ARNG	44	±15	NR	NR	NR	NR	NR	
USAR	57	±20	NR	13	2	NR	3	±17
USNR	41	±14	17	17	7	18	NR	±11
USMCR	53	±31	NR	NR	NR	NR	NR	
ANG	26	±12	NR	22	5	9	NR	±16
USAFR	44	±18	NR	10	NR	NR	NR	±9
Enlisted	44	±10	26	15	10	17	10	±16
Officers	47	±11	NR	17	4	4	NR	±12
USCGR	32	±4	17	11	3	6	3	±6
White	30	±4	18	11	3	6	3	±8
Black	39	±14	NR	NR	NR	NR	NR	
Hispanic	45	±11	14	14	4	5	4	±14
Other Race/Ethnicity	37	±9	19	12	1	8	3	±15
Enlisted	32	±4	18	12	3	6	2	±7
E1 – E4	36	±7	20	14	NR	4	2	±12
E5 – E9	30	±5	15	11	4	8	3	±7
Officers	32	±6	11	5	4	5	8	±10










































NR: Not reportable

68. Did you report this situation to any National Guard/Reserve/DoD/DHS individuals or organizations? Constructed from Q68.

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
TOTAL DOD	37	±2	31	±2	
ARNG	40	±3	32	±4	
USAR	43	±3	33	±4	
USNR	37	±4	26	±5	
USMCR	38	±5	15	±6	
ANG	27	±4	31	±7	
USAFR	29	±4	29	±7	
Enlisted	38	±2	31	±3	
E1 – E4	37	±3	26	±4	
E5 – E9	39	±2	35	±3	
Officers	33	±2	28	±3	
O1 – O3	36	±3	27	±4	
O4 – O6	29	±3	30	±5	
Male	37	±2	29	±3	
Female	38	±3	39	±5	
AGR/FTS/AR	44	±4	33	±6	
Other Selected Reserve	37	±2	31	±3	
Reserve Unit	37	±2	31	±3	
Military Technician	34	±5	30	±8	
IMA	26	±5	28	±10	
Not Activated Past 12 Months	34	±2	27	±3	
Activated Past 12 Months	44	±4	40	±5	
Not Deployed Past 12 Months	34	±2	26	±3	
Deployed Past 12 Months	49	±3	40	±4	
Deployed OIF/OEF	49	±4	40	±5	
WHITE	33	±2	28	±3	
ARNG	35	±3	29	±5	
USAR	38	±5	29	±7	
USNR	30	±5	28	±9	
USMCR	34	±6	11	±9	
ANG	24	±4	31	±10	
USAFR	22	±5	29	±11	
Enlisted	34	±3	29	±4	
E1 – E4	33	±4	24	±6	
E5 – E9	34	±3	32	±5	
Officers	28	±2	27	±4	
BLACK	50	±3	37	±3	
ARNG	53	±4	42	±6	
USAR	50	±4	36	±6	
USNR	50	±4	27	±5	
USMCR	49	±8	27	±11	
ANG	46	±4	34	±5	
USAFR	43	±3	32	±4	
Enlisted	50	±3	37	±4	
E1 – E4	46	±5	32	±7	
E5 – E9	52	±3	40	±4	
Officers	50	±3	35	±4	

Note. Percent responding are Reserve component members who answered the question, who experienced racial/ethnic-related behaviors (Q53/Q54).



68. Continued	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
HISPANIC	47	±3	34	±5	
ARNG	49	±6	36	±9	
USAR	47	±6	42	±8	
USNR	48	±8	25	±9	
USMCR	44	±8	13	±6	
ANG	41	±8	28	±15	
USAFR	41	±9	27	±14	
Enlisted	47	±4	34	±5	
E1 – E4	44	±6	28	±8	
E5 – E9	49	±5	39	±7	
Officers	46	±5	26	±6	
AIAN	30	±8	25	±9	
ARNG	34	±14	25	±14	
USAR	22	±11	29	±10	
USNR	30	±16	25	±13	
ANG	16	±11	31	±11	
USAFR	33	±13	24	±12	
Enlisted	28	±9	25	±10	
Officers	46	±14	25	±18	
ASIAN	48	±5	25	±6	
ARNG	52	±11	27	±13	
USAR	48	±8	28	±7	
USNR	46	±9	14	±6	
USMCR	61	±11	NR		
ANG	35	±5	23	±7	
USAFR	46	±15	NR		
Enlisted	49	±6	25	±7	
Officers	43	±6	24	±8	
NHPI	42	±11	NR		
ARNG	44	±24	NR		
USAR	44	±6	30	±7	
USNR	62	±29	NR		
ANG	29	±14	24	±14	
USAFR	38	±10	32	±17	
Enlisted	43	±12	NR		
Officers	29	±12	27	±12	
TWO OR MORE RACES	44	±9	33	±13	
ARNG	44	±15	NR		
USAR	57	±20	NR		
USNR	41	±14	39	±15	
USMCR	53	±31	NR		
ANG	26	±12	NR		
USAFR	44	±18	NR		
Enlisted	44	±10	32	±15	
Officers	47	±11	NR		
USCGR	32	±4	20	±6	
White	30	±4	21	±8	
Black	39	±14	NR		
Hispanic	45	±11	19	±14	
Other Race/Ethnicity	37	±9	21	±14	
Enlisted	32	±4	21	±7	
E1 – E4	36	±7	22	±12	
E5 – E9	30	±5	20	±8	
Officers	32	±6	19	±11	

NR: Not reportable

**69. What actions were taken in response to your report?****a. Person who bothered you was talked to about the behavior.**

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
<b>TOTAL DOD</b>	11	±1	35	29	36	±4	
ARNG	12	±2	39	25	36	±7	
USAR	14	±2	34	32	34	±8	
USNR	9	±2	31	32	37	±11	
USMCR	5	±2	NR	25	NR	±17	
ANG	8	±2	25	40	34	±13	
USAFR	8	±2	33	28	38	±13	
Enlisted	12	±1	36	29	35	±5	
E1 – E4	9	±2	38	26	36	±8	
E5 – E9	13	±2	35	31	35	±6	
Officers	9	±1	33	26	41	±6	
O1 – O3	10	±2	32	29	39	±8	
O4 – O6	9	±2	33	26	41	±8	
Male	10	±1	35	29	37	±5	
Female	14	±2	38	30	33	±7	
AGR/FTS/AR	14	±3	40	27	33	±10	
Other Selected Reserve	11	±1	35	29	36	±5	
Reserve Unit	11	±1	35	29	36	±5	
Military Technician	9	±3	24	36	40	±16	
IMA	7	±3	25	NR	NR	±16	
Not Activated Past 12 Months	9	±1	36	26	38	±6	
Activated Past 12 Months	17	±3	33	34	33	±9	
Not Deployed Past 12 Months	9	±1	36	25	39	±5	
Deployed Past 12 Months	19	±3	35	34	32	±7	
Deployed OIF/OEF	19	±3	36	31	32	±8	
<b>WHITE</b>	9	±2	33	32	36	±7	
ARNG	10	±2	39	25	36	±10	
USAR	11	±3	27	43	30	±13	
USNR	8	±3	NR	NR	NR		
USMCR	3	±3	NR	NR	NR		
ANG	7	±3	NR	NR	NR		
USAFR	6	±3	NR	NR	NR		
Enlisted	9	±2	33	33	35	±7	
E1 – E4	8	±2	37	31	32	±12	
E5 – E9	11	±2	30	34	36	±9	
Officers	7	±2	36	25	39	±8	
<b>BLACK</b>	18	±2	38	26	36	±5	
ARNG	21	±4	38	26	36	±9	
USAR	17	±3	39	23	38	±9	
USNR	13	±2	33	29	38	±8	
USMCR	12	±5	NR	16	NR	±17	
ANG	15	±3	38	32	30	±10	
USAFR	13	±2	33	32	35	±8	
Enlisted	18	±2	39	26	35	±6	
E1 – E4	14	±3	35	19	46	±12	
E5 – E9	20	±3	41	29	30	±7	
Officers	17	±2	28	26	46	±6	

Note. Percent responding are Reserve component members who answered the question, who experienced racial/ethnic-related behaviors (Q53/Q54), and who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q68).

NR: Not reportable

69a. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
HISPANIC	15	±3	39	23	38	±9	
ARNG	17	±5	44	15	40	±16	
USAR	20	±5	41	22	37	±13	
USNR	11	±4	27	28	NR	±15	
USMCR	5	±2	NR	NR	NR		
ANG	11	±6	NR	NR	NR		
USAFR	11	±6	22	NR	NR	±17	
Enlisted	16	±3	40	22	38	±9	
E1 – E4	12	±4	42	23	35	±15	
E5 – E9	19	±4	39	22	39	±11	
Officers	11	±3	31	28	41	±13	
AIAN	7	±3	23	26	52	±12	
ARNG	9	±4	16	21	62	±15	
USAR	6	±4	28	32	40	±15	
USNR	7	±5	NR	NR	NR		
ANG	4	±4	NR	NR	NR		
USAFR	8	±5	NR	NR	NR		
Enlisted	7	±3	24	28	48	±12	
Officers	11	±8	NR	11	NR	±16	
ASIAN	12	±3	40	29	30	±14	
ARNG	14	±7	NR	15	25	±17	
USAR	13	±4	25	30	45	±13	
USNR	6	±2	34	30	36	±15	
USMCR	17	±15	NR	NR	NR		
ANG	8	±3	46	19	34	±14	
USAFR	10	±12	NR	NR	NR		
Enlisted	12	±4	44	31	26	±16	
Officers	10	±4	23	23	NR	±14	
NHPI	17	±12	NR	NR	12	±16	
ARNG	27	±26	NR	NR	NR		
USAR	13	±4	58	21	21	±12	
USNR	3	±5	NR	NR	NR		
ANG	7	±5	NR	NR	NR		
USAFR	12	±7	NR	NR	NR		
Enlisted	18	±13	NR	NR	11	±15	
Officers	7	±4	NR	NR	NR		
TWO OR MORE RACES	15	±6	NR	NR	NR		
ARNG	14	±11	NR	NR	NR		
USAR	18	±16	NR	NR	NR		
USNR	15	±9	NR	NR	NR		
USMCR	19	±20	NR	NR	NR		
ANG	12	±9	NR	NR	NR		
USAFR	14	±14	NR	NR	NR		
Enlisted	14	±7	NR	NR	NR		
Officers	19	±10	NR	NR	NR		
USCGR	6	±2	27	29	44	±16	
White	6	±3	24	NR	NR	±17	
Black	7	±7	NR	NR	NR		
Hispanic	7	±5	NR	NR	NR		
Other Race/Ethnicity	8	±5	NR	NR	NR		
Enlisted	7	±3	24	28	NR	±18	
E1 – E4	8	±4	NR	NR	NR		
E5 – E9	6	±3	NR	NR	NR		
Officers	6	±3	NR	NR	NR		

NR: Not reportable

## 69. What actions were taken in response to your report?

## b. Your complaint was/is being investigated.

1. Yes




























2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL DOD	11	±1	20	48	32	±4	
ARNG	12	±2	19	50	31	±7	
USAR	14	±2	24	44	32	±7	
USNR	9	±2	15	51	34	±11	
USMCR	5	±2	14	NR	NR	±13	
ANG	8	±2	20	47	32	±14	
USAFR	8	±2	21	48	31	±12	
Enlisted	12	±1	20	48	32	±5	
E1 – E4	10	±2	20	50	30	±8	
E5 – E9	13	±2	20	46	33	±6	
Officers	9	±1	21	51	28	±6	
O1 – O3	9	±2	14	57	28	±8	
O4 – O6	8	±2	24	47	30	±8	
Male	10	±1	19	48	34	±5	
Female	14	±2	26	49	25	±7	
AGR/FTS/AR	14	±3	22	50	27	±10	
Other Selected Reserve	11	±1	20	48	32	±5	
Reserve Unit	11	±1	20	48	32	±5	
Military Technician	10	±3	17	48	35	±15	
IMA	7	±3	NR	NR	NR		
Not Activated Past 12 Months	9	±1	20	46	34	±6	
Activated Past 12 Months	17	±3	19	50	31	±8	
Not Deployed Past 12 Months	9	±1	23	45	32	±5	
Deployed Past 12 Months	19	±3	17	52	31	±7	
Deployed OIF/OEF	19	±3	20	50	29	±8	
WHITE	9	±2	17	52	31	±7	
ARNG	10	±2	15	56	28	±10	
USAR	11	±3	22	45	33	±13	
USNR	8	±3	10	NR	NR	±13	
USMCR	3	±3	NR	NR	NR		
ANG	7	±3	NR	NR	NR		
USAFR	6	±3	NR	NR	NR		
Enlisted	9	±2	16	52	32	±8	
E1 – E4	8	±2	17	58	26	±12	
E5 – E9	10	±2	15	49	35	±9	
Officers	7	±2	23	49	29	±8	
BLACK	18	±2	27	46	26	±5	
ARNG	21	±4	25	46	29	±9	
USAR	17	±3	31	47	22	±9	
USNR	13	±2	29	44	27	±8	
USMCR	12	±5	16	NR	NR	±17	
ANG	15	±3	30	47	23	±11	
USAFR	13	±2	18	50	32	±8	
Enlisted	18	±2	28	46	26	±6	
E1 – E4	14	±3	25	43	32	±12	
E5 – E9	20	±3	30	47	24	±7	
Officers	17	±2	21	52	27	±6	

Note. Percent responding are Reserve component members who answered the question, who experienced racial/ethnic-related behaviors (Q53/Q54), and who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q68).

NR: Not reportable

69b. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
HISPANIC	16	±3	23	41	36	±9	
ARNG	17	±5	28	35	37	±15	
USAR	20	±5	21	41	38	±13	
USNR	11	±4	12	40	NR	±17	
USMCR	5	±2	13	NR	NR	±17	
ANG	11	±6	NR	NR	NR		
USAFR	11	±6	13	NR	22	±18	
Enlisted	16	±3	23	40	37	±9	
E1 – E4	13	±4	25	45	30	±16	
E5 – E9	19	±4	22	37	41	±12	
Officers	11	±3	18	55	27	±13	
AIAN	7	±3	11	40	49	±12	
ARNG	9	±4	8	35	57	±16	
USAR	6	±4	23	41	36	±16	
USNR	7	±5	NR	NR	NR		
ANG	4	±4	NR	NR	NR		
USAFR	8	±5	NR	NR	NR		
Enlisted	7	±3	12	39	49	±12	
Officers	11	±8	NR	NR	NR		
ASIAN	12	±3	32	37	31	±17	
ARNG	14	±7	NR	NR	24	±17	
USAR	13	±4	17	40	42	±13	
USNR	6	±2	23	47	30	±15	
USMCR	16	±15	NR	NR	NR		
ANG	8	±3	36	34	29	±15	
USAFR	10	±12	NR	NR	NR		
Enlisted	12	±4	NR	36	29	±13	
Officers	10	±4	NR	40	NR	±16	
NHPI	17	±12	9	NR	NR	±12	
ARNG	27	±26	NR	NR	NR		
USAR	13	±4	27	50	24	±13	
USNR	3	±5	NR	NR	NR		
ANG	7	±5	NR	NR	NR		
USAFR	12	±7	NR	NR	NR		
Enlisted	18	±13	9	NR	NR	±12	
Officers	7	±4	NR	NR	NR		
TWO OR MORE RACES	15	±6	NR	NR	NR		
ARNG	14	±11	2	NR	NR	±8	
USAR	18	±16	NR	NR	NR		
USNR	16	±9	NR	NR	NR		
USMCR	19	±20	NR	NR	NR		
ANG	12	±9	6	NR	NR	±13	
USAFR	14	±14	NR	NR	NR		
Enlisted	14	±7	NR	NR	NR		
Officers	19	±10	4	NR	NR	±10	
USCGR	6	±2	20	39	41	±15	
White	6	±3	21	NR	NR	±17	
Black	4	±6	NR	NR	NR		
Hispanic	7	±5	NR	NR	NR		
Other Race/Ethnicity	8	±5	NR	NR	NR		
Enlisted	6	±3	18	NR	NR	±16	
E1 – E4	8	±4	NR	NR	NR		
E5 – E9	5	±3	NR	NR	NR		
Officers	6	±3	NR	NR	NR		

NR: Not reportable

## 69. What actions were taken in response to your report?

c. The situation was resolved informally.

1. Yes





























2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL DOD	11	±1	36	39	25	±4	
ARNG	12	±2	39	36	26	±7	
USAR	13	±2	34	45	21	±7	
USNR	9	±2	32	42	25	±11	
USMCR	5	±2	26	NR	NR	±15	
ANG	8	±2	32	37	31	±13	
USAFR	8	±2	34	40	26	±13	
Enlisted	12	±1	36	40	25	±5	
E1 – E4	9	±2	37	37	27	±8	
E5 – E9	13	±2	35	41	24	±6	
Officers	9	±1	36	37	27	±6	
O1 – O3	9	±2	36	37	27	±8	
O4 – O6	9	±2	34	37	29	±9	
Male	10	±1	36	38	27	±5	
Female	14	±2	34	46	20	±7	
AGR/FTS/AR	14	±3	26	56	18	±9	
Other Selected Reserve	11	±1	37	38	26	±5	
Reserve Unit	11	±1	37	38	26	±5	
Military Technician	10	±3	38	37	26	±16	
IMA	7	±3	23	NR	NR	±16	
Not Activated Past 12 Months	9	±1	38	42	21	±6	
Activated Past 12 Months	17	±3	33	38	29	±9	
Not Deployed Past 12 Months	9	±1	36	40	24	±5	
Deployed Past 12 Months	19	±3	34	39	27	±7	
Deployed OIF/OEF	19	±3	35	38	26	±8	
WHITE	9	±2	33	42	25	±7	
ARNG	10	±2	37	38	25	±10	
USAR	11	±3	29	50	21	±13	
USNR	8	±3	28	NR	NR	±18	
USMCR	3	±3	NR	NR	NR		
ANG	7	±3	NR	NR	NR		
USAFR	6	±3	NR	NR	NR		
Enlisted	9	±2	33	43	24	±8	
E1 – E4	8	±2	36	40	24	±13	
E5 – E9	10	±2	32	44	24	±9	
Officers	7	±2	35	36	29	±8	
BLACK	18	±2	37	39	24	±5	
ARNG	21	±4	38	35	27	±9	
USAR	17	±3	35	47	18	±9	
USNR	13	±2	43	31	26	±8	
USMCR	12	±5	NR	23	NR	±16	
ANG	15	±3	30	40	30	±10	
USAFR	13	±2	33	39	28	±8	
Enlisted	18	±2	37	40	24	±6	
E1 – E4	14	±3	29	38	33	±12	
E5 – E9	20	±3	40	40	19	±7	
Officers	17	±2	37	38	25	±6	

Note. Percent responding are Reserve component members who answered the question, who experienced racial/ethnic-related behaviors (Q53/Q54), and who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q68).

NR: Not reportable

69c. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
HISPANIC	16	±3	38	34	27	±8	
ARNG	17	±5	43	28	29	±16	
USAR	20	±5	39	39	23	±13	
USNR	12	±4	33	NR	24	±15	
USMCR	5	±2	NR	26	24	±18	
ANG	11	±6	21	NR	NR	±18	
USAFR	11	±6	18	NR	NR	±15	
Enlisted	16	±3	39	34	27	±9	
E1 – E4	13	±4	45	29	27	±15	
E5 – E9	19	±4	36	37	27	±12	
Officers	11	±3	32	38	29	±13	
AIAN	7	±3	42	34	24	±13	
ARNG	9	±4	NR	31	26	±16	
USAR	6	±4	33	42	26	±16	
USNR	7	±5	NR	NR	NR		
ANG	4	±4	NR	NR	NR		
USAFR	8	±5	NR	NR	NR		
Enlisted	7	±3	43	31	26	±14	
Officers	11	±8	NR	NR	NR		
ASIAN	12	±3	35	39	27	±15	
ARNG	14	±7	NR	NR	18	±14	
USAR	13	±4	33	40	27	±14	
USNR	6	±2	31	29	40	±15	
USMCR	17	±15	NR	NR	NR		
ANG	8	±3	44	27	29	±16	
USAFR	10	±12	NR	NR	NR		
Enlisted	12	±4	34	38	28	±17	
Officers	10	±4	36	NR	21	±17	
NHPI	17	±12	NR	NR	13	±16	
ARNG	27	±26	NR	NR	NR		
USAR	13	±4	42	39	20	±13	
USNR	3	±5	NR	NR	NR		
ANG	7	±5	NR	NR	NR		
USAFR	12	±7	NR	NR	NR		
Enlisted	18	±13	NR	NR	13	±17	
Officers	6	±4	NR	NR	NR		
TWO OR MORE RACES	15	±6	NR	NR	NR		
ARNG	14	±11	NR	NR	NR		
USAR	18	±16	NR	NR	NR		
USNR	16	±9	NR	NR	NR		
USMCR	19	±20	NR	NR	NR		
ANG	12	±9	NR	NR	NR		
USAFR	14	±14	NR	NR	NR		
Enlisted	14	±7	NR	NR	NR		
Officers	19	±10	NR	NR	NR		
USCGR	6	±2	32	30	38	±15	
White	6	±3	32	NR	NR	±18	
Black	7	±7	NR	NR	NR		
Hispanic	7	±5	NR	NR	NR		
Other Race/Ethnicity	8	±5	NR	NR	NR		
Enlisted	7	±3	32	26	NR	±18	
E1 – E4	8	±4	NR	NR	NR		
E5 – E9	6	±3	NR	NR	NR		
Officers	6	±3	NR	NR	NR		

NR: Not reportable

## 69. What actions were taken in response to your report?

d. The rules on harassment and discrimination were explained to everyone in the unit/office/place where the problem had occurred.

1. Yes

2. No























3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL DOD	11	±1	33	41	26	±4	
ARNG	12	±2	36	39	25	±7	
USAR	13	±2	35	41	24	±7	
USNR	9	±2	34	42	24	±11	
USMCR	5	±2	26	32	NR	±17	
ANG	8	±2	22	50	28	±13	
USAFR	8	±2	24	40	36	±13	
Enlisted	12	±1	35	41	24	±5	
E1 – E4	9	±2	36	41	23	±8	
E5 – E9	13	±2	34	41	25	±6	
Officers	9	±1	25	40	35	±6	
O1 – O3	9	±2	23	46	31	±8	
O4 – O6	8	±2	24	37	39	±9	
Male	10	±1	33	41	26	±5	
Female	14	±2	36	41	23	±7	
AGR/FTS/AR	14	±3	31	48	21	±10	
Other Selected Reserve	11	±1	34	40	26	±5	
Reserve Unit	11	±1	34	40	26	±5	
Military Technician	9	±3	27	46	27	±15	
IMA	7	±3	NR	NR	NR		
Not Activated Past 12 Months	9	±1	33	42	25	±6	
Activated Past 12 Months	17	±3	32	42	26	±9	
Not Deployed Past 12 Months	9	±1	33	40	27	±5	
Deployed Past 12 Months	19	±3	34	42	24	±7	
Deployed OIF/OEF	19	±3	36	41	24	±8	
WHITE	9	±2	30	42	28	±7	
ARNG	10	±2	35	38	27	±10	
USAR	11	±3	27	48	25	±13	
USNR	8	±3	NR	NR	NR		
USMCR	3	±3	NR	NR	NR		
ANG	7	±3	NR	NR	NR		
USAFR	6	±3	NR	NR	NR		
Enlisted	9	±2	31	43	26	±8	
E1 – E4	8	±2	32	45	23	±12	
E5 – E9	11	±2	31	42	28	±9	
Officers	7	±2	23	40	37	±8	
BLACK	18	±2	38	41	21	±5	
ARNG	21	±4	42	39	19	±9	
USAR	17	±3	39	42	20	±9	
USNR	13	±2	39	41	19	±8	
USMCR	12	±5	NR	NR	NR		
ANG	15	±3	29	42	29	±10	
USAFR	13	±2	27	44	29	±8	
Enlisted	18	±2	40	40	20	±6	
E1 – E4	14	±3	38	37	25	±12	
E5 – E9	20	±3	41	42	17	±7	
Officers	17	±2	26	43	31	±6	

Note. Percent responding are Reserve component members who answered the question, who experienced racial/ethnic-related behaviors (Q53/Q54), and who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q68).

NR: Not reportable



69d. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
HISPANIC	15	±3	37	36	26	±8	
ARNG	17	±5	34	37	29	±16	
USAR	19	±4	47	30	23	±12	
USNR	12	±4	NR	36	25	±16	
USMCR	5	±2	NR	NR	NR		
ANG	11	±6	18	NR	NR	±17	
USAFR	11	±6	19	NR	NR	±16	
Enlisted	16	±3	39	36	26	±9	
E1 – E4	13	±4	47	31	22	±16	
E5 – E9	18	±4	33	39	28	±12	
Officers	11	±3	20	44	36	±13	
AIAN	7	±3	47	30	23	±12	
ARNG	8	±4	56	25	19	±17	
USAR	6	±4	26	42	32	±15	
USNR	7	±5	NR	NR	NR		
ANG	4	±4	NR	NR	NR		
USAFR	8	±5	NR	NR	NR		
Enlisted	7	±3	48	29	24	±13	
Officers	11	±8	NR	NR	NR		
ASIAN	12	±3	26	45	29	±14	
ARNG	14	±7	NR	NR	20	±15	
USAR	13	±4	25	36	38	±13	
USNR	6	±2	37	29	34	±15	
USMCR	17	±15	NR	NR	NR		
ANG	8	±3	41	30	29	±15	
USAFR	10	±12	NR	NR	NR		
Enlisted	12	±4	27	45	29	±16	
Officers	10	±4	20	NR	NR	±13	
NHPI	17	±12	NR	NR	10	±13	
ARNG	27	±26	NR	NR	NR		
USAR	13	±4	56	23	20	±12	
USNR	3	±5	NR	NR	NR		
ANG	7	±5	NR	NR	NR		
USAFR	12	±7	NR	NR	NR		
Enlisted	18	±13	NR	NR	9	±14	
Officers	7	±4	NR	NR	NR		
TWO OR MORE RACES	13	±6	NR	NR	NR		
ARNG	10	±9	NR	NR	NR		
USAR	18	±16	NR	NR	NR		
USNR	16	±9	NR	NR	NR		
USMCR	19	±20	NR	NR	NR		
ANG	11	±9	NR	NR	11	±15	
USAFR	14	±14	NR	NR	NR		
Enlisted	12	±6	NR	NR	NR		
Officers	19	±10	NR	NR	NR		
USCGR	6	±2	34	39	28	±16	
White	6	±3	NR	NR	NR		
Black	4	±6	NR	NR	NR		
Hispanic	7	±5	NR	NR	NR		
Other Race/Ethnicity	8	±5	NR	NR	NR		
Enlisted	6	±3	33	35	31	±18	
E1 – E4	8	±4	NR	NR	NR		
E5 – E9	5	±3	NR	NR	NR		
Officers	6	±3	NR	NR	NR		

NR: Not reportable

**69. What actions were taken in response to your report?****e. You were encouraged to drop the complaint.**

1. Yes























































2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
<b>TOTAL DOD</b>	11	±1	20	64	15	±4	
ARNG	12	±2	21	64	16	±7	
USAR	13	±2	19	68	13	±7	
USNR	9	±2	17	68	15	±11	
USMCR	5	±2	NR	NR	18	±17	
ANG	8	±2	28	51	21	±14	
USAFR	8	±2	14	74	12	±12	
Enlisted	11	±1	21	64	16	±5	
E1 – E4	9	±2	21	62	17	±8	
E5 – E9	13	±2	21	65	15	±6	
Officers	9	±1	17	70	13	±5	
O1 – O3	9	±2	17	70	12	±7	
O4 – O6	8	±2	17	69	13	±8	
Male	10	±1	19	64	16	±5	
Female	14	±2	23	64	12	±7	
AGR/FTS/AR	13	±3	21	64	15	±10	
Other Selected Reserve	11	±1	20	64	15	±5	
Reserve Unit	11	±1	20	64	16	±5	
Military Technician	10	±3	23	53	24	±16	
IMA	7	±3	NR	NR	4	±4	
Not Activated Past 12 Months	9	±1	17	66	17	±6	
Activated Past 12 Months	17	±3	19	69	12	±8	
Not Deployed Past 12 Months	8	±1	17	68	16	±5	
Deployed Past 12 Months	18	±3	25	60	15	±7	
Deployed OIF/OEF	18	±3	26	60	14	±8	
<b>WHITE</b>	9	±2	18	64	18	±7	
ARNG	10	±2	17	64	19	±10	
USAR	11	±3	13	73	14	±13	
USNR	8	±3	NR	NR	NR		
USMCR	3	±3	NR	NR	NR		
ANG	7	±3	28	NR	NR	±18	
USAFR	6	±3	NR	NR	NR		
Enlisted	9	±2	18	62	19	±8	
E1 – E4	8	±2	19	60	21	±13	
E5 – E9	10	±2	18	64	18	±9	
Officers	7	±2	17	71	12	±8	
<b>BLACK</b>	17	±2	21	69	10	±5	
ARNG	20	±4	20	70	10	±9	
USAR	17	±3	25	63	12	±9	
USNR	13	±2	13	77	9	±8	
USMCR	12	±5	NR	NR	NR		
ANG	15	±3	21	74	5	±12	
USAFR	12	±2	16	74	10	±8	
Enlisted	17	±2	21	69	10	±6	
E1 – E4	14	±3	24	64	12	±12	
E5 – E9	20	±3	20	71	9	±6	
Officers	17	±2	19	69	12	±6	

Note. Percent responding are Reserve component members who answered the question, who experienced racial/ethnic-related behaviors (Q53/Q54), and who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q68).

NR: Not reportable

69e. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
HISPANIC	15	±3	27	60	13	±9	
ARNG	17	±5	32	55	13	±16	
USAR	20	±5	24	63	13	±13	
USNR	11	±4	11	75	14	±14	
USMCR	5	±2	25	NR	NR	±18	
ANG	11	±6	NR	NR	10	±14	
USAFR	11	±6	11	82	7	±16	
Enlisted	16	±3	28	60	12	±9	
E1 – E4	13	±4	26	61	13	±17	
E5 – E9	18	±4	28	60	12	±11	
Officers	11	±3	23	60	17	±15	
AIAN	7	±3	21	62	17	±12	
ARNG	8	±4	NR	NR	17	±12	
USAR	6	±4	20	61	19	±15	
USNR	7	±5	NR	NR	NR		
ANG	4	±4	9	89	NR	±13	
USAFR	8	±5	NR	NR	NR		
Enlisted	7	±3	17	64	19	±12	
Officers	11	±8	NR	NR	9	±15	
ASIAN	12	±3	19	63	18	±11	
ARNG	14	±7	22	NR	17	±16	
USAR	13	±4	19	52	29	±13	
USNR	6	±2	32	48	20	±16	
USMCR	17	±15	NR	NR	NR		
ANG	7	±3	22	66	12	±15	
USAFR	10	±12	NR	NR	NR		
Enlisted	12	±4	21	61	18	±13	
Officers	10	±4	12	75	14	±12	
NHPI	17	±12	NR	NR	NR		
ARNG	27	±26	NR	NR	NR		
USAR	13	±4	13	73	14	±12	
USNR	3	±5	NR	NR	NR		
ANG	7	±5	NR	NR	NR		
USAFR	12	±7	NR	NR	NR		
Enlisted	18	±13	NR	NR	NR		
Officers	7	±4	NR	NR	NR		
TWO OR MORE RACES	12	±6	10	77	13	±15	
ARNG	10	±9	NR	NR	NR		
USAR	18	±16	NR	NR	NR		
USNR	16	±9	NR	NR	NR		
USMCR	19	±20	NR	NR	NR		
ANG	8	±5	NR	NR	16	±16	
USAFR	14	±14	NR	NR	2	±7	
Enlisted	12	±6	11	78	11	±17	
Officers	14	±7	7	NR	NR	±13	
USCGR	6	±2	15	65	20	±15	
White	6	±3	15	NR	NR	±17	
Black	4	±6	NR	NR	NR		
Hispanic	7	±5	NR	NR	NR		
Other Race/Ethnicity	8	±5	NR	NR	NR		
Enlisted	6	±3	14	64	22	±17	
E1 – E4	8	±4	NR	NR	NR		
E5 – E9	5	±3	NR	NR	NR		
Officers	6	±3	NR	NR	NR		

NR: Not reportable

## 69. What actions were taken in response to your report?

f. Your complaint was discounted or not taken seriously.

1. Yes

























2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL DOD	11	±1	36	41	23	±4	
ARNG	12	±2	36	43	21	±7	
USAR	14	±2	37	38	25	±7	
USNR	9	±2	40	39	20	±11	
USMCR	5	±2	NR	NR	22	±17	
ANG	8	±2	35	35	31	±13	
USAFR	8	±2	28	53	19	±12	
Enlisted	12	±1	36	41	23	±5	
E1 – E4	10	±2	39	38	23	±8	
E5 – E9	13	±2	35	43	23	±6	
Officers	9	±1	33	43	24	±6	
O1 – O3	9	±2	32	44	24	±8	
O4 – O6	9	±2	34	41	25	±8	
Male	11	±1	34	41	25	±5	
Female	14	±2	42	41	17	±7	
AGR/FTS/AR	14	±3	41	38	21	±10	
Other Selected Reserve	11	±1	35	42	23	±5	
Reserve Unit	11	±1	35	41	23	±5	
Military Technician	10	±3	22	54	24	±15	
IMA	7	±3	NR	NR	NR		
Not Activated Past 12 Months	9	±1	36	42	22	±6	
Activated Past 12 Months	17	±3	29	44	28	±9	
Not Deployed Past 12 Months	9	±1	34	44	22	±5	
Deployed Past 12 Months	19	±3	38	38	24	±7	
Deployed OIF/OEF	19	±3	37	40	24	±8	
WHITE	9	±2	36	41	23	±7	
ARNG	10	±2	34	46	20	±10	
USAR	11	±3	38	37	25	±13	
USNR	8	±3	NR	35	NR	±18	
USMCR	3	±3	NR	NR	NR		
ANG	7	±3	33	NR	NR	±18	
USAFR	6	±3	NR	NR	NR		
Enlisted	9	±2	36	41	23	±8	
E1 – E4	8	±2	39	41	20	±12	
E5 – E9	11	±2	35	41	24	±9	
Officers	7	±2	31	44	25	±8	
BLACK	18	±2	41	40	19	±6	
ARNG	21	±4	42	41	17	±9	
USAR	17	±3	46	34	19	±9	
USNR	13	±2	29	53	17	±8	
USMCR	12	±5	NR	NR	NR		
ANG	15	±3	34	46	21	±10	
USAFR	13	±2	33	43	24	±8	
Enlisted	18	±2	42	39	19	±6	
E1 – E4	14	±3	51	24	25	±12	
E5 – E9	20	±3	38	46	16	±7	
Officers	17	±2	32	45	23	±6	

Note. Percent responding are Reserve component members who answered the question, who experienced racial/ethnic-related behaviors (Q53/Q54), and who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q68).

NR: Not reportable

69f. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
HISPANIC	16	±3	32	42	26	±8	
ARNG	17	±5	36	37	28	±15	
USAR	20	±5	26	48	26	±12	
USNR	12	±4	NR	39	30	±16	
USMCR	5	±2	NR	NR	NR		
ANG	11	±6	NR	NR	17	±17	
USAFR	11	±6	18	NR	23	±18	
Enlisted	16	±3	31	43	26	±9	
E1 – E4	13	±4	36	44	21	±16	
E5 – E9	19	±4	28	42	29	±11	
Officers	11	±3	41	32	27	±13	
AIAN	7	±3	33	35	32	±14	
ARNG	9	±4	34	26	NR	±17	
USAR	6	±4	30	45	25	±15	
USNR	7	±5	NR	NR	NR		
ANG	4	±4	25	NR	9	±18	
USAFR	8	±5	NR	NR	NR		
Enlisted	7	±3	31	33	36	±15	
Officers	11	±8	NR	NR	NR		
ASIAN	12	±3	33	46	21	±15	
ARNG	14	±7	NR	NR	19	±15	
USAR	13	±4	32	41	28	±14	
USNR	6	±2	22	42	36	±15	
USMCR	17	±15	NR	NR	NR		
ANG	8	±3	29	46	25	±14	
USAFR	10	±12	NR	NR	NR		
Enlisted	12	±4	33	47	21	±18	
Officers	10	±4	NR	NR	21	±10	
NHPI	17	±12	11	NR	NR	±14	
ARNG	27	±26	NR	NR	NR		
USAR	13	±4	22	53	25	±12	
USNR	3	±5	NR	NR	NR		
ANG	6	±5	NR	NR	NR		
USAFR	12	±7	NR	NR	NR		
Enlisted	18	±13	9	NR	NR	±14	
Officers	6	±4	NR	NR	NR		
TWO OR MORE RACES	15	±6	NR	NR	NR		
ARNG	14	±11	NR	NR	NR		
USAR	18	±16	NR	NR	NR		
USNR	16	±9	NR	NR	12	±16	
USMCR	19	±20	NR	NR	NR		
ANG	12	±9	NR	NR	11	±14	
USAFR	14	±14	NR	NR	NR		
Enlisted	14	±7	NR	NR	NR		
Officers	19	±10	NR	NR	13	±15	
USCGR	6	±2	18	51	30	±15	
White	6	±3	19	NR	NR	±17	
Black	4	±6	NR	NR	NR		
Hispanic	7	±5	NR	NR	NR		
Other Race/Ethnicity	8	±5	NR	NR	NR		
Enlisted	6	±3	19	NR	33	±17	
E1 – E4	8	±4	NR	NR	NR		
E5 – E9	5	±3	NR	NR	NR		
Officers	6	±3	NR	NR	NR		

NR: Not reportable
















































## 69. What actions were taken in response to your report?

g. Members of your chain-of-command were hostile toward you.

1. Yes

























2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL DOD	11	±1	21	66	13	±4	
ARNG	12	±2	22	66	12	±7	
USAR	14	±2	21	66	13	±7	
USNR	9	±2	20	70	10	±11	
USMCR	5	±2	NR	NR	11	±14	
ANG	8	±2	18	59	23	±13	
USAFR	8	±2	14	75	11	±12	
Enlisted	12	±1	21	65	13	±5	
E1 – E4	9	±2	25	61	14	±8	
E5 – E9	13	±2	19	68	13	±6	
Officers	9	±1	18	69	12	±5	
O1 – O3	10	±2	19	68	13	±7	
O4 – O6	9	±2	17	70	13	±8	
Male	10	±1	21	65	14	±5	
Female	14	±2	20	70	10	±6	
AGR/FTS/AR	14	±3	23	64	13	±10	
Other Selected Reserve	11	±1	21	66	13	±4	
Reserve Unit	11	±1	21	66	13	±5	
Military Technician	10	±3	14	68	18	±15	
IMA	7	±3	13	NR	NR	±9	
Not Activated Past 12 Months	9	±1	19	67	14	±6	
Activated Past 12 Months	17	±3	21	67	12	±8	
Not Deployed Past 12 Months	9	±1	21	65	14	±5	
Deployed Past 12 Months	19	±3	21	67	12	±6	
Deployed OIF/OEF	19	±3	22	66	12	±8	
WHITE	9	±2	19	70	12	±6	
ARNG	10	±2	20	70	10	±10	
USAR	11	±3	16	74	10	±12	
USNR	8	±3	NR	NR	NR		
USMCR	3	±3	NR	NR	NR		
ANG	7	±3	18	NR	27	±18	
USAFR	6	±3	NR	NR	NR		
Enlisted	9	±2	19	69	12	±7	
E1 – E4	8	±2	24	65	12	±13	
E5 – E9	11	±2	17	71	12	±9	
Officers	7	±2	15	75	10	±7	
BLACK	18	±2	27	62	11	±6	
ARNG	21	±4	27	64	9	±9	
USAR	17	±3	30	56	14	±9	
USNR	13	±2	19	71	10	±8	
USMCR	12	±5	15	NR	NR	±17	
ANG	15	±3	24	65	11	±11	
USAFR	13	±2	23	64	12	±8	
Enlisted	18	±2	28	62	11	±6	
E1 – E4	14	±3	31	56	13	±12	
E5 – E9	20	±3	26	64	10	±7	
Officers	17	±2	21	65	14	±6	

Note. Percent responding are Reserve component members who answered the question, who experienced racial/ethnic-related behaviors (Q53/Q54), and who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q68).

NR: Not reportable

69g. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
HISPANIC	16	±3	20	64	15	±8	
ARNG	17	±5	22	61	17	±15	
USAR	20	±5	20	65	15	±13	
USNR	12	±4	NR	NR	15	±14	
USMCR	5	±2	24	NR	NR	±18	
ANG	11	±6	10	NR	15	±17	
USAFR	11	±6	9	84	7	±15	
Enlisted	16	±3	19	66	15	±9	
E1 – E4	13	±4	26	61	13	±16	
E5 – E9	19	±4	15	68	17	±11	
Officers	11	±3	35	50	16	±14	
AIAN	7	±3	20	64	16	±12	
ARNG	9	±4	NR	67	18	±18	
USAR	6	±4	33	54	13	±15	
USNR	7	±5	NR	NR	NR		
ANG	4	±4	NR	NR	NR		
USAFR	8	±5	NR	NR	NR		
Enlisted	7	±3	14	67	19	±12	
Officers	11	±8	NR	NR	1	±6	
ASIAN	12	±3	34	50	15	±17	
ARNG	14	±7	NR	NR	17	±14	
USAR	13	±4	25	58	17	±13	
USNR	6	±2	18	56	26	±14	
USMCR	17	±15	NR	NR	NR		
ANG	8	±3	17	68	15	±14	
USAFR	10	±12	NR	NR	NR		
Enlisted	12	±4	NR	48	16	±15	
Officers	10	±4	NR	66	11	±17	
NHPI	17	±12	5	NR	NR	±8	
ARNG	27	±26	NR	NR	NR		
USAR	13	±4	17	70	14	±12	
USNR	3	±5	NR	NR	NR		
ANG	6	±5	NR	NR	NR		
USAFR	12	±7	10	NR	NR	±16	
Enlisted	18	±13	5	NR	NR	±8	
Officers	6	±4	NR	NR	NR		
TWO OR MORE RACES	15	±6	NR	NR	NR		
ARNG	14	±11	NR	NR	NR		
USAR	18	±16	NR	NR	NR		
USNR	16	±9	NR	NR	5	±10	
USMCR	19	±20	NR	NR	NR		
ANG	12	±9	NR	NR	NR		
USAFR	14	±14	NR	NR	NR		
Enlisted	14	±7	NR	NR	NR		
Officers	19	±10	NR	NR	NR		
USCGR	6	±2	16	63	21	±15	
White	6	±3	14	72	NR	±18	
Black	4	±6	NR	NR	NR		
Hispanic	7	±5	NR	NR	NR		
Other Race/Ethnicity	8	±5	NR	NR	NR		
Enlisted	6	±3	17	62	21	±17	
E1 – E4	8	±4	NR	NR	NR		
E5 – E9	5	±3	NR	NR	NR		
Officers	6	±3	NR	NR	NR		

NR: Not reportable
















































## 69. What actions were taken in response to your report?

h. Your coworkers were hostile toward you.

1. Yes

2. No


























3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL DOD	11	±1	14	73	13	±4	
ARNG	12	±2	17	71	12	±6	
USAR	14	±2	11	77	13	±6	
USNR	9	±2	11	80	8	±10	
USMCR	5	±2	NR	71	11	±18	
ANG	8	±2	13	66	21	±13	
USAFR	8	±2	8	81	10	±11	
Enlisted	12	±1	14	73	13	±4	
E1 – E4	10	±2	16	69	15	±8	
E5 – E9	13	±2	13	75	12	±5	
Officers	9	±1	12	78	11	±5	
O1 – O3	10	±2	8	80	12	±7	
O4 – O6	8	±2	14	76	10	±8	
Male	10	±1	13	73	14	±5	
Female	14	±2	17	75	8	±6	
AGR/FTS/AR	14	±3	17	70	13	±10	
Other Selected Reserve	11	±1	13	74	13	±4	
Reserve Unit	11	±1	14	74	13	±4	
Military Technician	10	±3	7	77	16	±14	
IMA	7	±3	7	NR	NR	±10	
Not Activated Past 12 Months	9	±1	12	75	13	±5	
Activated Past 12 Months	17	±3	14	74	12	±8	
Not Deployed Past 12 Months	9	±1	13	74	13	±5	
Deployed Past 12 Months	19	±3	15	73	12	±6	
Deployed OIF/OEF	19	±3	13	74	13	±7	
WHITE	9	±2	12	75	14	±6	
ARNG	10	±2	13	74	13	±10	
USAR	11	±3	7	81	12	±12	
USNR	8	±3	NR	NR	NR		
USMCR	3	±3	NR	NR	NR		
ANG	7	±3	13	NR	NR	±15	
USAFR	6	±3	NR	NR	NR		
Enlisted	9	±2	12	74	14	±7	
E1 – E4	8	±2	16	69	15	±13	
E5 – E9	11	±2	10	76	14	±9	
Officers	7	±2	9	81	10	±7	
BLACK	18	±2	17	74	9	±5	
ARNG	21	±4	22	72	6	±9	
USAR	17	±3	13	74	13	±9	
USNR	13	±2	15	76	9	±8	
USMCR	12	±5	NR	NR	NR		
ANG	15	±3	12	77	11	±14	
USAFR	13	±2	14	76	10	±7	
Enlisted	18	±2	18	73	9	±6	
E1 – E4	14	±3	17	73	10	±12	
E5 – E9	20	±3	18	73	9	±6	
Officers	17	±2	10	77	13	±6	

Note. Percent responding are Reserve component members who answered the question, who experienced racial/ethnic-related behaviors (Q53/Q54), and who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q68).

NR: Not reportable



69h. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
HISPANIC	16	±3	15	75	11	±8	
ARNG	17	±5	18	69	14	±15	
USAR	20	±5	14	78	8	±11	
USNR	12	±4	7	83	11	±13	
USMCR	5	±2	NR	NR	NR		
ANG	11	±6	11	80	10	±18	
USAFR	11	±6	5	87	8	±14	
Enlisted	16	±3	14	75	10	±8	
E1 – E4	12	±4	18	74	9	±16	
E5 – E9	19	±4	13	76	11	±10	
Officers	11	±3	17	65	18	±14	
AIAN	7	±3	15	72	13	±11	
ARNG	8	±4	NR	71	13	±17	
USAR	6	±4	19	67	13	±15	
USNR	7	±5	NR	NR	NR		
ANG	4	±4	9	84	6	±16	
USAFR	8	±5	NR	NR	NR		
Enlisted	7	±3	11	74	15	±10	
Officers	11	±8	NR	NR	1	±6	
ASIAN	12	±3	NR	63	14	±15	
ARNG	14	±7	NR	NR	15	±13	
USAR	13	±4	22	60	17	±15	
USNR	6	±2	10	63	27	±15	
USMCR	17	±15	NR	NR	NR		
ANG	8	±3	15	73	12	±14	
USAFR	10	±12	NR	NR	NR		
Enlisted	12	±4	NR	63	15	±17	
Officers	10	±4	NR	NR	11	±7	
NHPI	17	±12	4	NR	NR	±7	
ARNG	27	±26	NR	NR	NR		
USAR	13	±4	14	70	16	±13	
USNR	3	±5	NR	NR	NR		
ANG	6	±5	NR	NR	NR		
USAFR	12	±7	NR	NR	NR		
Enlisted	18	±13	4	NR	NR	±8	
Officers	6	±4	NR	NR	NR		
TWO OR MORE RACES	15	±6	NR	NR	NR		
ARNG	14	±11	NR	NR	NR		
USAR	18	±16	NR	NR	NR		
USNR	15	±9	NR	NR	5	±10	
USMCR	19	±20	NR	NR	NR		
ANG	12	±9	NR	NR	8	±13	
USAFR	14	±14	2	NR	NR	±8	
Enlisted	14	±7	NR	NR	NR		
Officers	19	±10	NR	NR	4	±9	
USCGR	6	±2	13	68	19	±15	
White	6	±3	13	72	NR	±18	
Black	4	±6	NR	NR	NR		
Hispanic	6	±5	NR	NR	NR		
Other Race/Ethnicity	8	±5	NR	NR	NR		
Enlisted	6	±3	12	64	23	±17	
E1 – E4	8	±4	3	NR	NR	±7	
E5 – E9	5	±2	NR	NR	NR		
Officers	6	±3	NR	NR	NR		

NR: Not reportable

## 69. What actions were taken in response to your report?

i. No action was taken.

1. Yes























2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL DOD	11	±1	33	35	32	±4	
ARNG	12	±2	33	37	31	±7	
USAR	14	±2	35	35	29	±7	
USNR	9	±2	32	34	34	±12	
USMCR	5	±2	NR	21	NR	±12	
ANG	8	±2	32	25	43	±13	
USAFR	8	±2	32	41	28	±13	
Enlisted	12	±1	34	35	32	±5	
E1 – E4	9	±2	34	33	33	±8	
E5 – E9	13	±2	34	35	31	±6	
Officers	9	±1	28	36	35	±6	
O1 – O3	9	±2	28	38	35	±8	
O4 – O6	9	±2	30	35	35	±9	
Male	10	±1	33	36	31	±5	
Female	14	±2	34	32	34	±7	
AGR/FTS/AR	14	±3	36	33	32	±10	
Other Selected Reserve	11	±1	33	35	32	±5	
Reserve Unit	11	±1	33	35	32	±5	
Military Technician	10	±3	27	38	35	±16	
IMA	7	±3	NR	33	NR	±17	
Not Activated Past 12 Months	9	±1	33	35	32	±5	
Activated Past 12 Months	17	±3	28	40	32	±9	
Not Deployed Past 12 Months	9	±1	31	36	33	±5	
Deployed Past 12 Months	19	±3	36	34	31	±7	
Deployed OIF/OEF	19	±3	34	32	34	±8	
WHITE	9	±2	33	34	33	±7	
ARNG	10	±2	28	39	32	±10	
USAR	11	±3	41	29	30	±13	
USNR	8	±3	NR	30	NR	±18	
USMCR	3	±3	NR	NR	NR		
ANG	7	±3	33	NR	NR	±18	
USAFR	6	±3	NR	NR	NR		
Enlisted	9	±2	34	33	33	±8	
E1 – E4	8	±2	36	35	29	±13	
E5 – E9	11	±2	33	33	35	±9	
Officers	7	±2	27	38	36	±8	
BLACK	18	±2	37	38	26	±5	
ARNG	21	±4	40	34	26	±9	
USAR	17	±3	37	42	21	±9	
USNR	13	±2	27	40	33	±8	
USMCR	12	±5	NR	NR	NR		
ANG	15	±3	31	38	31	±10	
USAFR	13	±2	32	36	33	±8	
Enlisted	18	±2	37	38	25	±6	
E1 – E4	14	±3	32	34	34	±12	
E5 – E9	20	±3	40	39	21	±7	
Officers	17	±2	28	40	32	±6	

Note. Percent responding are Reserve component members who answered the question, who experienced racial/ethnic-related behaviors (Q53/Q54), and who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q68).

NR: Not reportable

69i. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
HISPANIC	15	±3	30	36	34	±9	
ARNG	17	±5	34	31	35	±16	
USAR	20	±5	24	45	31	±13	
USNR	12	±4	NR	39	30	±16	
USMCR	5	±2	19	NR	NR	±17	
ANG	11	±6	NR	NR	NR		
USAFR	11	±6	NR	17	NR	±15	
Enlisted	16	±3	30	36	34	±9	
E1 – E4	13	±4	34	32	35	±16	
E5 – E9	18	±4	28	38	34	±12	
Officers	11	±3	34	34	33	±13	
AIAN	7	±3	31	25	44	±13	
ARNG	9	±4	28	21	NR	±16	
USAR	6	±4	41	32	27	±16	
USNR	7	±5	NR	NR	NR		
ANG	4	±4	NR	19	NR	±16	
USAFR	8	±5	NR	NR	NR		
Enlisted	7	±3	28	26	45	±13	
Officers	11	±8	NR	NR	NR		
ASIAN	12	±3	36	32	31	±15	
ARNG	13	±7	NR	NR	17	±14	
USAR	13	±4	31	22	48	±13	
USNR	6	±2	15	39	45	±15	
USMCR	17	±15	NR	NR	NR		
ANG	8	±3	28	45	27	±15	
USAFR	10	±12	NR	NR	NR		
Enlisted	12	±4	38	33	29	±17	
Officers	10	±4	27	29	NR	±17	
NHPI	17	±12	NR	NR	NR		
ARNG	27	±26	NR	NR	NR		
USAR	12	±3	15	48	37	±12	
USNR	3	±5	NR	NR	NR		
ANG	6	±5	NR	NR	NR		
USAFR	12	±7	6	NR	NR	±13	
Enlisted	18	±13	NR	NR	NR		
Officers	6	±4	NR	NR	NR		
TWO OR MORE RACES	15	±6	NR	NR	NR		
ARNG	14	±11	NR	NR	NR		
USAR	18	±16	NR	NR	NR		
USNR	16	±9	NR	NR	NR		
USMCR	19	±20	NR	NR	NR		
ANG	12	±9	NR	10	NR	±15	
USAFR	14	±14	NR	NR	NR		
Enlisted	14	±7	NR	NR	NR		
Officers	19	±10	NR	NR	NR		
USCGR	6	±2	25	35	40	±15	
White	6	±3	NR	NR	NR		
Black	4	±6	NR	NR	NR		
Hispanic	7	±5	NR	NR	NR		
Other Race/Ethnicity	8	±5	NR	NR	NR		
Enlisted	6	±3	24	34	NR	±18	
E1 – E4	8	±4	NR	NR	NR		
E5 – E9	5	±3	NR	NR	NR		
Officers	6	±3	NR	NR	NR		

NR: Not reportable
















































## 69. What actions were taken in response to your report?

j. You do not know what action was taken.

1. Yes





















2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL DOD	11	±1	32	43	24	±4	
ARNG	12	±2	36	42	22	±7	
USAR	13	±2	28	45	27	±7	
USNR	9	±2	28	48	25	±11	
USMCR	5	±2	NR	NR	18	±14	
ANG	8	±2	33	36	32	±14	
USAFR	8	±2	33	47	20	±12	
Enlisted	11	±1	32	43	24	±5	
E1 – E4	10	±2	33	45	22	±8	
E5 – E9	13	±2	32	42	25	±6	
Officers	9	±1	33	44	23	±6	
O1 – O3	9	±2	28	44	28	±8	
O4 – O6	8	±2	34	45	21	±9	
Male	10	±1	33	43	24	±5	
Female	14	±2	31	43	26	±7	
AGR/FTS/AR	13	±3	30	38	31	±10	
Other Selected Reserve	11	±1	33	44	23	±5	
Reserve Unit	11	±1	33	44	23	±5	
Military Technician	10	±3	29	50	21	±15	
IMA	7	±3	NR	NR	NR		
Not Activated Past 12 Months	9	±1	32	42	26	±6	
Activated Past 12 Months	17	±3	32	46	22	±9	
Not Deployed Past 12 Months	9	±1	32	43	25	±5	
Deployed Past 12 Months	18	±3	34	44	22	±7	
Deployed OIF/OEF	19	±3	34	42	24	±8	
WHITE	9	±2	32	46	22	±7	
ARNG	10	±2	36	45	19	±10	
USAR	11	±3	24	52	23	±13	
USNR	8	±3	31	NR	NR	±17	
USMCR	3	±3	NR	NR	NR		
ANG	7	±3	29	NR	NR	±17	
USAFR	6	±3	NR	NR	NR		
Enlisted	9	±2	32	46	23	±8	
E1 – E4	8	±2	35	50	15	±12	
E5 – E9	10	±2	30	43	27	±9	
Officers	7	±2	35	45	20	±8	
BLACK	18	±2	33	41	27	±5	
ARNG	21	±4	35	37	28	±9	
USAR	17	±3	30	42	27	±9	
USNR	13	±2	28	46	25	±8	
USMCR	12	±5	NR	NR	NR		
ANG	15	±3	37	43	20	±10	
USAFR	13	±2	34	41	25	±8	
Enlisted	18	±2	33	40	26	±6	
E1 – E4	14	±3	27	36	37	±12	
E5 – E9	20	±3	36	42	22	±7	
Officers	17	±2	30	43	27	±6	

Note. Percent responding are Reserve component members who answered the question, who experienced racial/ethnic-related behaviors (Q53/Q54), and who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q68).

NR: Not reportable

69j. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
HISPANIC	15	±3	33	41	26	±9	
ARNG	17	±5	31	41	27	±15	
USAR	19	±5	34	42	23	±13	
USNR	12	±4	17	NR	32	±16	
USMCR	5	±2	NR	NR	NR		
ANG	11	±6	NR	NR	NR		
USAFR	11	±6	NR	NR	NR		
Enlisted	16	±3	33	41	26	±9	
E1 – E4	13	±4	30	47	22	±15	
E5 – E9	18	±4	35	38	28	±11	
Officers	11	±3	31	40	29	±14	
AIAN	7	±3	40	28	33	±13	
ARNG	9	±4	NR	22	35	±17	
USAR	6	±4	37	31	32	±16	
USNR	7	±5	NR	NR	NR		
ANG	4	±4	NR	NR	NR		
USAFR	8	±5	NR	NR	NR		
Enlisted	7	±3	38	29	33	±14	
Officers	11	±8	NR	NR	NR		
ASIAN	12	±3	36	42	22	±15	
ARNG	14	±7	NR	NR	14	±12	
USAR	13	±4	38	27	35	±13	
USNR	6	±2	39	21	41	±15	
USMCR	17	±15	NR	NR	NR		
ANG	8	±3	38	42	20	±15	
USAFR	10	±12	NR	NR	NR		
Enlisted	12	±4	35	44	20	±17	
Officers	10	±4	NR	30	30	±17	
NHPI	17	±12	NR	NR	NR		
ARNG	27	±26	NR	NR	NR		
USAR	13	±4	31	28	41	±13	
USNR	3	±5	NR	NR	NR		
ANG	6	±5	NR	NR	NR		
USAFR	12	±7	NR	NR	NR		
Enlisted	18	±13	NR	NR	NR		
Officers	6	±4	NR	NR	NR		
TWO OR MORE RACES	15	±6	NR	NR	NR		
ARNG	14	±11	NR	NR	NR		
USAR	18	±16	NR	NR	NR		
USNR	16	±9	NR	NR	NR		
USMCR	19	±20	NR	NR	NR		
ANG	12	±9	NR	NR	10	±15	
USAFR	14	±14	NR	NR	NR		
Enlisted	14	±7	NR	NR	NR		
Officers	19	±10	9	NR	NR	±11	
USCGR	6	±2	40	31	29	±16	
White	6	±3	NR	NR	NR		
Black	7	±7	NR	NR	NR		
Hispanic	7	±5	NR	NR	NR		
Other Race/Ethnicity	8	±5	NR	NR	NR		
Enlisted	7	±3	38	32	30	±18	
E1 – E4	8	±4	NR	NR	NR		
E5 – E9	6	±3	NR	NR	NR		
Officers	6	±3	NR	NR	NR		

NR: Not reportable

**70. How satisfied are you with the following aspects of the reporting process?****a. Availability of information about how to file a complaint**1. Very dissatisfied  
4. Satisfied2. Dissatisfied  
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
TOTAL DOD	11	±1	10	15	30	30	14	±4	3.2	±0.1	
ARNG	12	±2	11	14	26	33	16	±7	3.3	±0.2	
USAR	14	±2	10	19	28	29	14	±7	3.2	±0.2	
USNR	9	±2	9	13	40	26	12	±11	3.2	±0.3	
USMCR	5	±2	NR	4	NR	24	14	±17	3.1	±0.5	
ANG	8	±2	10	12	43	27	9	±14	3.1	±0.3	
USAFR	8	±2	9	10	43	21	17	±13	3.3	±0.3	
Enlisted	11	±1	11	15	30	30	14	±5	3.2	±0.2	
E1 – E4	9	±2	16	16	27	26	15	±8	3.1	±0.2	
E5 – E9	13	±2	9	14	31	32	14	±6	3.3	±0.2	
Officers	9	±1	5	15	35	30	15	±6	3.4	±0.2	
O1 – O3	10	±2	7	16	34	34	10	±8	3.2	±0.2	
O4 – O6	8	±2	4	15	36	26	19	±8	3.4	±0.2	
Male	10	±1	10	13	32	31	14	±5	3.3	±0.2	
Female	14	±2	11	21	27	27	15	±7	3.1	±0.2	
AGR/FTS/AR	13	±3	6	10	35	33	16	±10	3.4	±0.2	
Other Selected Reserve	11	±1	11	15	30	30	14	±4	3.2	±0.1	
Reserve Unit	11	±1	11	15	30	30	14	±5	3.2	±0.2	
Military Technician	10	±3	9	7	36	25	23	±16	3.5	±0.4	
IMA	7	±3	3	8	NR	NR	NR	±11	3.5	±0.4	
Not Activated Past 12 Months	9	±1	9	15	32	30	13	±6	3.2	±0.2	
Activated Past 12 Months	17	±3	10	12	30	34	15	±9	3.3	±0.2	
Not Deployed Past 12 Months	8	±1	10	15	30	31	15	±5	3.3	±0.2	
Deployed Past 12 Months	19	±3	11	15	32	29	13	±7	3.2	±0.2	
Deployed OIF/OEF	19	±3	8	14	32	32	13	±8	3.3	±0.2	
WHITE	9	±2	9	13	31	32	15	±7	3.3	±0.2	
ARNG	10	±2	10	12	24	37	17	±10	3.4	±0.3	
USAR	11	±3	5	20	31	32	13	±13	3.3	±0.3	
USNR	8	±3	NR	NR	NR	NR	10	±12	3.2	±0.4	
USMCR	3	±3	NR	1	NR	NR	NR	±2	NR		
ANG	7	±3	NR	6	NR	NR	NR	±9	3.2	±0.4	
USAFR	6	±3	NR	NR	NR	NR	NR		3.5	±0.5	
Enlisted	9	±2	9	13	30	33	15	±8	3.3	±0.2	
E1 – E4	8	±2	16	15	24	29	16	±12	3.1	±0.4	
E5 – E9	10	±2	5	12	34	36	14	±10	3.4	±0.2	
Officers	7	±2	3	13	39	27	17	±8	3.4	±0.2	
BLACK	18	±2	12	15	26	31	17	±5	3.3	±0.2	
ARNG	21	±4	13	16	24	33	15	±9	3.2	±0.3	
USAR	17	±3	13	14	25	27	20	±9	3.3	±0.3	
USNR	13	±2	5	13	34	33	16	±8	3.4	±0.2	
USMCR	12	±5	1	NR	NR	NR	NR	±6	3.7	±0.4	
ANG	15	±3	8	17	33	31	11	±13	3.2	±0.2	
USAFR	13	±2	7	14	33	31	15	±8	3.3	±0.2	
Enlisted	18	±2	12	15	26	30	17	±6	3.2	±0.2	
E1 – E4	14	±3	15	16	32	22	15	±12	3.1	±0.4	
E5 – E9	20	±3	11	15	23	34	18	±6	3.3	±0.2	
Officers	17	±2	6	12	31	37	14	±6	3.4	±0.2	

Note. Percent responding are Reserve component members who answered the question, who experienced racial/ethnic-related behaviors (Q53/Q54), and who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q68).

NR: Not reportable

2007 Workplace and Equal Opportunity Survey of Reserve Component Members

70a. Continued	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
HISPANIC	15	±3	15	19	28	24	13	±8	3.0	±0.3	
ARNG	17	±5	13	18	30	22	17	±16	3.1	±0.4	
USAR	19	±5	18	22	21	29	10	±14	2.9	±0.4	
USNR	12	±4	NR	8	31	26	11	±16	2.9	±0.6	
USMCR	5	±2	12	NR	NR	NR	14	±17	3.1	±0.5	
ANG	11	±6	11	NR	NR	16	7	±17	2.8	±0.5	
USAFR	11	±6	7	NR	NR	14	13	±14	3.1	±0.4	
Enlisted	16	±3	15	19	28	24	13	±9	3.0	±0.3	
E1 – E4	12	±4	16	19	26	22	18	±17	3.1	±0.4	
E5 – E9	19	±4	15	20	29	25	11	±12	3.0	±0.3	
Officers	11	±3	17	16	31	29	6	±15	2.9	±0.4	
AIAN	7	±3	5	6	48	25	15	±12	3.4	±0.2	
ARNG	8	±4	3	5	NR	29	15	±17	3.5	±0.3	
USAR	6	±4	13	7	54	20	6	±16	3.0	±0.3	
USNR	7	±5	NR	NR	NR	NR	NR		3.6	±0.5	
ANG	4	±4	10	6	NR	20	NR	±17	3.4	±0.6	
USAFR	8	±5	NR	NR	NR	NR	NR		3.3	±0.5	
Enlisted	7	±3	6	6	55	21	13	±12	3.3	±0.2	
Officers	11	±8	NR	6	NR	NR	NR	±14	NR		
ASIAN	12	±3	NR	12	31	27	8	±11	2.9	±0.5	
ARNG	14	±7	NR	9	24	28	9	±18	NR		
USAR	13	±4	15	20	34	23	8	±17	2.9	±0.3	
USNR	6	±2	NR	10	54	20	14	±15	3.3	±0.3	
USMCR	17	±15	NR	NR	NR	NR	NR		NR		
ANG	8	±3	3	12	46	37	1	±15	3.2	±0.3	
USAFR	10	±12	NR	NR	NR	NR	NR		NR		
Enlisted	12	±4	NR	8	33	27	7	±13	2.8	±0.5	
Officers	10	±4	7	NR	26	23	NR	±12	3.1	±0.5	
NHPI	17	±12	3	6	NR	NR	5	±10	3.4	±0.5	
ARNG	27	±26	NR	NR	NR	NR	NR		NR		
USAR	13	±4	10	8	30	34	19	±13	3.5	±0.4	
USNR	3	±5	NR	NR	NR	NR	NR		NR		
ANG	6	±5	NR	NR	NR	NR	NR		NR		
USAFR	12	±7	NR	NR	NR	NR	NR		3.0	±0.6	
Enlisted	18	±13	3	4	NR	NR	6	±10	NR		
Officers	6	±4	NR	NR	NR	NR	NR		2.7	±0.4	
TWO OR MORE RACES	15	±6	4	NR	NR	18	3	±12	2.8	±0.3	
ARNG	14	±11	2	NR	NR	NR	NR	±7	NR		
USAR	18	±16	3	NR	NR	NR	2	±9	2.9	±0.4	
USNR	16	±9	NR	NR	NR	NR	9	±13	3.6	±0.3	
USMCR	19	±20	NR	NR	NR	NR	NR		NR		
ANG	12	±9	9	NR	NR	NR	NR	±14	NR		
USAFR	14	±14	NR	NR	NR	NR	1	±4	2.9	±0.3	
Enlisted	14	±7	4	NR	NR	13	2	±12	2.7	±0.4	
Officers	19	±10	3	NR	18	NR	NR	±17	NR		
USCGR	6	±2	10	5	45	28	12	±15	3.3	±0.4	
White	6	±3	NR	2	NR	29	NR	±18	3.3	±0.4	
Black	7	±7	NR	NR	NR	NR	NR		NR		
Hispanic	7	±5	NR	NR	NR	NR	NR		NR		
Other Race/Ethnicity	8	±5	NR	NR	NR	NR	NR		NR		
Enlisted	6	±3	12	4	NR	27	11	±17	3.2	±0.4	
E1 – E4	8	±4	NR	1	NR	NR	NR	±6	3.1	±0.6	
E5 – E9	5	±3	NR	NR	NR	NR	NR		3.4	±0.5	
Officers	6	±3	NR	NR	NR	NR	NR		3.5	±0.4	

NR: Not reportable

**70. How satisfied are you with the following aspects of the reporting process?****b. Availability of information about how to follow-up on a complaint**1. Very dissatisfied  
4. Satisfied2. Dissatisfied  
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
<b>TOTAL DOD</b>	11	±1	12	17	33	26	13	±4	3.1	±0.1	
ARNG	12	±2	12	17	29	29	14	±6	3.1	±0.2	
USAR	13	±2	12	20	31	23	13	±7	3.0	±0.2	
USNR	9	±2	9	13	40	27	11	±11	3.2	±0.3	
USMCR	5	±2	NR	11	NR	24	9	±17	3.0	±0.4	
ANG	8	±2	10	14	43	24	9	±14	3.1	±0.3	
USAFR	8	±2	9	14	47	17	14	±12	3.1	±0.3	
Enlisted	11	±1	13	17	32	26	13	±5	3.1	±0.2	
E1 – E4	9	±2	16	18	28	24	15	±7	3.0	±0.2	
E5 – E9	13	±2	11	16	35	27	12	±6	3.1	±0.2	
Officers	9	±1	5	17	37	27	13	±6	3.3	±0.2	
O1 – O3	10	±2	8	17	38	28	10	±8	3.1	±0.2	
O4 – O6	8	±2	4	17	36	27	16	±8	3.3	±0.2	
Male	10	±1	12	15	34	26	13	±5	3.1	±0.2	
Female	14	±2	12	23	28	24	12	±7	3.0	±0.2	
AGR/FTS/AR	13	±3	6	14	37	28	14	±10	3.3	±0.2	
Other Selected Reserve	11	±1	12	17	33	25	13	±4	3.1	±0.2	
Reserve Unit	11	±1	13	17	32	25	13	±5	3.1	±0.2	
Military Technician	10	±3	8	7	38	25	21	±16	3.4	±0.4	
IMA	7	±3	2	11	NR	NR	9	±13	3.3	±0.3	
Not Activated Past 12 Months	9	±1	10	17	37	24	12	±6	3.1	±0.2	
Activated Past 12 Months	17	±3	10	17	30	29	13	±8	3.2	±0.2	
Not Deployed Past 12 Months	8	±1	11	17	34	25	13	±5	3.1	±0.2	
Deployed Past 12 Months	18	±3	13	17	32	26	12	±7	3.1	±0.2	
Deployed OIF/OEF	19	±3	11	17	32	28	12	±8	3.1	±0.2	
<b>WHITE</b>	9	±2	10	15	35	27	13	±7	3.2	±0.2	
ARNG	10	±2	10	16	27	32	15	±10	3.2	±0.3	
USAR	11	±3	9	19	36	22	13	±13	3.1	±0.3	
USNR	8	±3	NR	NR	NR	NR	10	±12	3.2	±0.4	
USMCR	3	±3	NR	1	NR	NR	NR	±2	NR		
ANG	7	±3	NR	9	NR	NR	NR	±12	3.1	±0.4	
USAFR	6	±3	NR	NR	NR	NR	NR		3.3	±0.5	
Enlisted	9	±2	11	15	34	27	13	±7	3.2	±0.2	
E1 – E4	8	±2	16	18	25	26	16	±12	3.1	±0.4	
E5 – E9	10	±2	8	14	39	27	11	±9	3.2	±0.2	
Officers	7	±2	3	15	41	26	15	±8	3.3	±0.2	
<b>BLACK</b>	17	±2	13	18	26	28	15	±5	3.2	±0.2	
ARNG	20	±4	15	17	23	31	13	±9	3.1	±0.3	
USAR	17	±3	14	19	25	23	19	±9	3.1	±0.3	
USNR	13	±2	5	19	29	34	13	±8	3.3	±0.2	
USMCR	11	±5	1	NR	NR	NR	19	±18	3.6	±0.4	
ANG	15	±3	8	18	34	29	11	±12	3.2	±0.2	
USAFR	13	±2	7	17	35	27	14	±8	3.2	±0.2	
Enlisted	17	±2	13	18	25	28	15	±6	3.1	±0.2	
E1 – E4	14	±3	17	19	32	19	13	±12	2.9	±0.4	
E5 – E9	19	±3	12	18	22	32	16	±6	3.2	±0.2	
Officers	17	±2	7	12	37	32	13	±6	3.3	±0.2	

Note. Percent responding are Reserve component members who answered the question, who experienced racial/ethnic-related behaviors (Q53/Q54), and who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q68).

NR: Not reportable



70b. Continued	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
HISPANIC	15	±3	15	20	32	21	11	±8	2.9	±0.3	
ARNG	17	±5	12	20	37	16	15	±17	3.0	±0.4	
USAR	19	±5	19	22	22	29	8	±14	2.9	±0.4	
USNR	12	±4	NR	5	38	25	9	±16	2.9	±0.6	
USMCR	5	±2	16	NR	NR	NR	14	±17	3.0	±0.5	
ANG	11	±6	13	NR	NR	15	7	±16	2.7	±0.5	
USAFR	11	±6	5	NR	NR	13	13	±13	3.1	±0.4	
Enlisted	15	±3	15	20	32	21	12	±9	2.9	±0.3	
E1 – E4	12	±4	15	17	30	22	16	±17	3.1	±0.4	
E5 – E9	19	±4	15	22	33	20	9	±12	2.9	±0.3	
Officers	11	±3	18	20	30	24	7	±15	2.8	±0.4	
AIAN	7	±3	4	9	54	20	13	±12	3.3	±0.2	
ARNG	8	±4	2	8	NR	20	12	±15	3.3	±0.3	
USAR	6	±4	10	11	58	14	6	±14	2.9	±0.3	
USNR	7	±5	NR	NR	NR	NR	NR		3.8	±0.4	
ANG	4	±4	10	6	NR	18	NR	±17	3.3	±0.6	
USAFR	8	±5	NR	NR	NR	NR	NR		3.3	±0.5	
Enlisted	7	±3	5	8	56	19	11	±12	3.2	±0.2	
Officers	11	±8	NR	NR	NR	NR	NR		NR		
ASIAN	12	±3	NR	15	35	20	7	±11	2.7	±0.4	
ARNG	14	±7	NR	7	NR	23	9	±16	NR		
USAR	13	±4	17	20	37	21	5	±17	2.8	±0.3	
USNR	6	±2	NR	11	53	20	14	±14	3.3	±0.3	
USMCR	17	±15	NR	NR	NR	NR	NR		NR		
ANG	8	±3	NR	14	46	36	1	±15	3.2	±0.3	
USAFR	10	±12	NR	NR	NR	NR	NR		NR		
Enlisted	12	±4	NR	12	36	21	6	±13	2.7	±0.5	
Officers	10	±4	8	NR	32	16	NR	±14	3.0	±0.5	
NHPI	17	±12	3	5	NR	NR	4	±10	NR		
ARNG	27	±26	NR	NR	NR	NR	NR		NR		
USAR	13	±4	9	6	34	32	18	±13	3.4	±0.4	
USNR	3	±5	NR	NR	NR	NR	NR		NR		
ANG	6	±5	NR	NR	NR	NR	NR		NR		
USAFR	12	±7	NR	NR	NR	NR	NR		3.0	±0.6	
Enlisted	18	±13	3	4	NR	NR	4	±10	NR		
Officers	6	±4	NR	NR	NR	NR	NR		2.8	±0.4	
TWO OR MORE RACES	15	±6	NR	NR	NR	18	3	±12	2.7	±0.5	
ARNG	14	±11	NR	NR	NR	NR	NR		NR		
USAR	18	±16	5	NR	NR	NR	2	±11	2.9	±0.4	
USNR	16	±9	NR	NR	NR	NR	7	±12	3.7	±0.3	
USMCR	19	±20	NR	NR	NR	NR	NR		NR		
ANG	12	±9	9	NR	NR	NR	NR	±14	NR		
USAFR	14	±14	NR	NR	NR	NR	NR		2.9	±0.3	
Enlisted	14	±7	NR	NR	NR	13	2	±12	2.6	±0.5	
Officers	19	±10	6	NR	16	NR	NR	±16	NR		
USCGR	6	±2	10	6	40	33	12	±15	3.3	±0.4	
White	6	±3	NR	4	NR	NR	NR	±10	3.3	±0.4	
Black	7	±7	NR	NR	NR	NR	NR		NR		
Hispanic	7	±5	NR	NR	NR	NR	NR		NR		
Other Race/Ethnicity	8	±5	NR	NR	NR	NR	NR		NR		
Enlisted	7	±3	12	5	NR	31	11	±17	3.2	±0.4	
E1 – E4	8	±4	NR	1	NR	NR	NR	±6	3.2	±0.6	
E5 – E9	6	±3	NR	NR	NR	NR	NR		3.3	±0.5	
Officers	6	±3	NR	NR	NR	NR	NR		3.6	±0.4	

NR: Not reportable

**70. How satisfied are you with the following aspects of the reporting process?****c. Treatment by personnel handling your complaint**1. Very dissatisfied  
4. Satisfied2. Dissatisfied  
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
TOTAL DOD	11	±1	12	18	36	22	12	±4	3.1	±0.1	
ARNG	12	±2	12	17	31	27	13	±6	3.1	±0.2	
USAR	13	±2	10	21	38	18	12	±7	3.0	±0.2	
USNR	9	±2	11	12	47	20	9	±11	3.1	±0.3	
USMCR	5	±2	7	NR	37	22	8	±18	3.0	±0.4	
ANG	8	±2	15	19	40	18	8	±13	2.8	±0.4	
USAFR	8	±2	13	14	48	14	11	±12	3.0	±0.3	
Enlisted	11	±1	12	19	35	22	12	±5	3.0	±0.2	
E1 – E4	9	±2	12	21	33	21	13	±8	3.0	±0.2	
E5 – E9	13	±2	12	18	36	23	11	±6	3.0	±0.2	
Officers	9	±1	8	11	44	25	12	±6	3.2	±0.2	
O1 – O3	9	±2	7	12	46	24	11	±8	3.2	±0.2	
O4 – O6	8	±2	10	11	42	25	12	±9	3.2	±0.2	
Male	10	±1	12	17	37	23	12	±5	3.1	±0.2	
Female	14	±2	11	22	34	21	11	±7	3.0	±0.2	
AGR/FTS/AR	13	±3	8	17	40	23	12	±10	3.1	±0.2	
Other Selected Reserve	11	±1	12	18	36	22	12	±5	3.0	±0.1	
Reserve Unit	11	±1	12	18	36	23	12	±5	3.0	±0.2	
Military Technician	9	±3	10	13	39	21	18	±16	3.2	±0.4	
IMA	7	±3	NR	NR	NR	12	10	±12	2.9	±0.5	
Not Activated Past 12 Months	9	±1	10	18	38	23	11	±5	3.1	±0.2	
Activated Past 12 Months	17	±3	10	17	40	20	12	±9	3.1	±0.2	
Not Deployed Past 12 Months	8	±1	10	19	36	23	13	±5	3.1	±0.2	
Deployed Past 12 Months	19	±3	14	17	37	22	11	±7	3.0	±0.2	
Deployed OIF/OEF	19	±3	9	18	38	25	10	±8	3.1	±0.2	
WHITE	9	±2	9	19	37	23	12	±7	3.1	±0.2	
ARNG	10	±2	9	16	31	30	14	±10	3.2	±0.3	
USAR	11	±3	4	25	42	15	14	±13	3.1	±0.3	
USNR	8	±3	NR	NR	NR	NR	7	±11	3.0	±0.4	
USMCR	3	±3	NR	NR	NR	NR	NR		NR		
ANG	7	±3	NR	21	NR	NR	NR	±18	2.8	±0.5	
USAFR	6	±3	NR	NR	NR	NR	NR		2.9	±0.5	
Enlisted	9	±2	9	20	36	22	12	±8	3.1	±0.2	
E1 – E4	8	±2	10	24	30	21	15	±12	3.1	±0.3	
E5 – E9	10	±2	9	18	39	23	11	±9	3.1	±0.2	
Officers	7	±2	6	9	46	25	13	±8	3.3	±0.2	
BLACK	17	±2	12	18	34	23	13	±5	3.1	±0.2	
ARNG	21	±4	12	18	31	28	12	±9	3.1	±0.3	
USAR	17	±3	17	19	34	16	15	±9	2.9	±0.3	
USNR	13	±2	7	15	37	27	13	±8	3.3	±0.2	
USMCR	12	±5	2	4	NR	NR	20	±17	3.5	±0.3	
ANG	15	±3	7	21	39	23	10	±12	3.1	±0.2	
USAFR	13	±2	8	12	38	30	12	±8	3.3	±0.2	
Enlisted	17	±2	13	18	33	23	14	±6	3.1	±0.2	
E1 – E4	14	±3	14	16	42	17	11	±12	3.0	±0.3	
E5 – E9	20	±3	13	19	29	26	15	±6	3.1	±0.2	
Officers	17	±2	8	15	40	27	10	±6	3.2	±0.2	

Note. Percent responding are Reserve component members who answered the question, who experienced racial/ethnic-related behaviors (Q53/Q54), and who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q68).

NR: Not reportable

70c. Continued	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
HISPANIC	15	±3	18	19	32	20	11	±9	2.9	±0.3	
ARNG	17	±5	16	23	32	13	16	±17	2.9	±0.5	
USAR	18	±4	17	19	27	30	6	±15	2.9	±0.4	
USNR	12	±4	NR	9	35	23	9	±16	2.8	±0.6	
USMCR	5	±2	NR	NR	NR	NR	14	±17	3.0	±0.5	
ANG	11	±6	NR	8	NR	12	10	±15	NR		
USAFR	11	±6	6	NR	NR	7	14	±14	3.1	±0.4	
Enlisted	15	±3	18	20	32	19	12	±9	2.9	±0.3	
E1 – E4	12	±4	15	23	21	24	16	±17	3.0	±0.5	
E5 – E9	18	±4	19	18	37	17	10	±13	2.8	±0.3	
Officers	11	±3	19	13	38	25	5	±15	2.8	±0.4	
AIAN	7	±3	6	10	48	26	9	±12	3.2	±0.2	
ARNG	8	±4	3	11	NR	24	NR	±17	3.2	±0.3	
USAR	6	±4	14	16	45	21	4	±16	2.9	±0.3	
USNR	7	±5	NR	NR	NR	NR	NR		3.7	±0.5	
ANG	4	±4	NR	6	NR	NR	NR	±13	3.4	±0.4	
USAFR	8	±5	NR	NR	NR	NR	NR		3.1	±0.6	
Enlisted	7	±3	6	12	54	21	7	±12	3.1	±0.2	
Officers	11	±8	NR	3	NR	NR	NR	±10	NR		
ASIAN	12	±3	NR	9	42	19	6	±13	2.7	±0.4	
ARNG	14	±7	NR	6	NR	24	7	±17	NR		
USAR	13	±4	20	14	42	20	4	±17	2.7	±0.3	
USNR	6	±2	5	17	53	14	11	±15	3.1	±0.3	
USMCR	17	±15	NR	NR	NR	NR	NR		3.2	±0.3	
ANG	8	±3	NR	12	53	31	1	±16	3.2	±0.3	
USAFR	10	±12	NR	NR	NR	NR	NR		NR		
Enlisted	12	±4	NR	6	42	21	4	±14	2.7	±0.5	
Officers	10	±4	7	NR	NR	12	NR	±8	3.0	±0.4	
NHPI	17	±12	3	7	NR	NR	4	±11	3.6	±0.4	
ARNG	27	±26	NR	NR	NR	NR	NR		3.8	±0.3	
USAR	13	±4	8	13	36	27	15	±14	3.3	±0.4	
USNR	3	±5	NR	NR	NR	NR	NR		NR		
ANG	6	±5	NR	NR	NR	NR	NR		NR		
USAFR	12	±7	6	NR	NR	NR	NR	±13	NR		
Enlisted	18	±13	3	6	NR	NR	4	±11	3.7	±0.3	
Officers	6	±4	NR	NR	NR	NR	NR		2.7	±0.4	
TWO OR MORE RACES	14	±6	NR	8	NR	12	4	±10	2.7	±0.5	
ARNG	14	±11	NR	NR	NR	6	NR	±12	NR		
USAR	17	±16	4	NR	NR	5	2	±13	2.9	±0.2	
USNR	15	±9	2	9	NR	NR	NR	±15	3.3	±0.4	
USMCR	19	±20	NR	NR	NR	NR	NR		NR		
ANG	12	±9	NR	NR	NR	NR	1	±4	NR		
USAFR	14	±14	NR	NR	NR	NR	NR		2.9	±0.3	
Enlisted	14	±7	NR	8	NR	11	2	±11	NR		
Officers	19	±10	NR	9	NR	NR	NR	±13	NR		
USCGR	6	±2	8	17	44	17	14	±15	3.1	±0.4	
White	6	±3	NR	16	NR	16	NR	±17	3.1	±0.4	
Black	7	±7	NR	NR	NR	NR	NR		NR		
Hispanic	7	±5	NR	NR	NR	NR	NR		NR		
Other Race/Ethnicity	8	±5	NR	NR	NR	NR	NR		NR		
Enlisted	7	±3	NR	16	NR	12	15	±17	3.1	±0.4	
E1 – E4	8	±4	NR	NR	NR	NR	NR		NR		
E5 – E9	6	±3	NR	NR	NR	NR	NR		3.0	±0.4	
Officers	6	±3	NR	NR	NR	NR	NR		NR		

NR: Not reportable

**70. How satisfied are you with the following aspects of the reporting process?****d. Amount of time it took/is taking to resolve your complaint**1. Very dissatisfied  
4. Satisfied2. Dissatisfied  
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
TOTAL DOD	11	±1	16	17	40	17	9	±4	2.9	±0.1	
ARNG	12	±2	15	17	37	21	11	±7	3.0	±0.2	
USAR	13	±2	19	21	36	15	9	±7	2.7	±0.2	
USNR	9	±2	13	16	47	17	7	±11	2.9	±0.3	
USMCR	5	±2	NR	NR	NR	10	13	±16	2.9	±0.4	
ANG	8	±2	16	11	55	10	7	±13	2.8	±0.3	
USAFR	8	±2	16	13	51	11	10	±12	2.9	±0.3	
Enlisted	11	±1	17	17	39	17	9	±5	2.9	±0.2	
E1 – E4	9	±2	15	19	36	18	12	±8	2.9	±0.2	
E5 – E9	13	±2	18	16	41	17	8	±6	2.8	±0.2	
Officers	9	±1	10	17	47	16	10	±6	3.0	±0.2	
O1 – O3	9	±2	11	17	46	17	9	±8	3.0	±0.2	
O4 – O6	8	±2	10	16	48	16	10	±9	3.0	±0.2	
Male	10	±1	17	16	41	17	9	±5	2.9	±0.2	
Female	14	±2	14	20	38	17	10	±7	2.9	±0.2	
AGR/FTS/AR	13	±3	12	17	47	17	8	±10	2.9	±0.2	
Other Selected Reserve	11	±1	16	17	40	17	10	±5	2.9	±0.1	
Reserve Unit	11	±1	17	17	39	17	10	±5	2.9	±0.2	
Military Technician	10	±3	13	9	42	20	16	±16	3.2	±0.4	
IMA	7	±3	NR	NR	NR	10	8	±13	2.8	±0.5	
Not Activated Past 12 Months	9	±1	14	17	42	18	9	±6	2.9	±0.2	
Activated Past 12 Months	17	±3	16	17	41	15	10	±9	2.9	±0.2	
Not Deployed Past 12 Months	8	±1	15	18	38	18	11	±5	2.9	±0.2	
Deployed Past 12 Months	18	±3	18	16	43	16	8	±7	2.8	±0.2	
Deployed OIF/OEF	19	±3	14	17	48	15	7	±8	2.9	±0.2	
WHITE	9	±2	14	17	44	15	10	±7	2.9	±0.2	
ARNG	10	±2	12	17	38	22	12	±10	3.0	±0.3	
USAR	11	±3	17	24	42	9	8	±13	2.7	±0.3	
USNR	8	±3	9	NR	NR	13	6	±17	2.9	±0.4	
USMCR	3	±3	NR	NR	NR	NR	NR		NR		
ANG	7	±3	NR	8	NR	7	NR	±13	2.9	±0.4	
USAFR	6	±3	NR	NR	NR	NR	NR		2.9	±0.5	
Enlisted	9	±2	15	18	43	15	10	±8	2.9	±0.2	
E1 – E4	8	±2	12	19	41	16	13	±13	3.0	±0.3	
E5 – E9	10	±2	16	17	44	14	8	±9	2.8	±0.3	
Officers	7	±2	7	15	50	16	12	±8	3.1	±0.2	
BLACK	17	±2	18	17	34	21	9	±5	2.9	±0.2	
ARNG	21	±4	17	17	33	25	7	±9	2.9	±0.3	
USAR	17	±3	24	17	32	16	11	±10	2.7	±0.3	
USNR	13	±2	9	17	39	24	10	±8	3.1	±0.2	
USMCR	12	±5	5	NR	NR	NR	11	±12	3.3	±0.3	
ANG	15	±3	12	21	41	19	7	±12	2.9	±0.2	
USAFR	13	±2	13	17	39	21	10	±8	3.0	±0.2	
Enlisted	17	±2	19	17	33	21	10	±6	2.9	±0.2	
E1 – E4	14	±3	21	16	38	18	7	±12	2.8	±0.3	
E5 – E9	20	±3	18	18	31	23	11	±6	2.9	±0.2	
Officers	17	±2	12	16	44	21	6	±6	2.9	±0.2	

Note. Percent responding are Reserve component members who answered the question, who experienced racial/ethnic-related behaviors (Q53/Q54), and who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q68).

NR: Not reportable

70d. Continued	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
HISPANIC	15	±3	20	17	34	18	11	±8	2.8	±0.3	
ARNG	17	±5	19	17	36	13	14	±17	2.9	±0.4	
USAR	19	±5	18	22	26	27	8	±14	2.9	±0.4	
USNR	12	±4	NR	3	38	24	6	±16	2.7	±0.6	
USMCR	5	±2	19	NR	NR	NR	NR	±18	2.9	±0.5	
ANG	11	±6	NR	10	NR	12	6	±15	NR		
USAFR	11	±6	NR	9	NR	8	9	±11	2.8	±0.5	
Enlisted	16	±3	20	17	33	19	11	±9	2.8	±0.3	
E1 – E4	12	±4	18	21	20	22	18	±17	3.0	±0.5	
E5 – E9	19	±4	21	14	40	17	7	±12	2.7	±0.3	
Officers	11	±3	20	19	43	15	4	±14	2.6	±0.3	
AIAN	7	±3	8	9	63	16	3	±10	3.0	±0.2	
ARNG	8	±4	5	9	72	12	2	±14	3.0	±0.2	
USAR	6	±4	20	7	52	19	2	±15	2.8	±0.3	
USNR	7	±5	NR	NR	NR	NR	NR		3.5	±0.5	
ANG	4	±4	10	6	NR	NR	NR	±16	3.2	±0.4	
USAFR	8	±5	NR	NR	NR	NR	NR		2.9	±0.4	
Enlisted	7	±3	9	9	62	16	4	±11	3.0	±0.2	
Officers	11	±8	NR	6	NR	NR	NR	±12	3.0	±0.3	
ASIAN	12	±3	NR	10	36	16	9	±12	2.7	±0.5	
ARNG	14	±7	NR	14	NR	18	7	±14	NR		
USAR	13	±4	32	7	38	18	4	±15	2.5	±0.4	
USNR	6	±2	13	13	47	20	6	±15	2.9	±0.3	
USMCR	17	±15	NR	NR	NR	NR	NR		NR		
ANG	8	±3	5	20	52	21	1	±16	2.9	±0.3	
USAFR	10	±12	NR	NR	NR	NR	3	±11	NR		
Enlisted	12	±4	NR	10	36	18	8	±14	2.7	±0.5	
Officers	10	±4	NR	13	34	10	NR	±15	2.6	±0.6	
NHPI	17	±12	5	7	NR	NR	2	±11	NR		
ARNG	27	±26	NR	NR	NR	NR	NR		NR		
USAR	13	±4	14	12	44	24	7	±13	3.0	±0.3	
USNR	3	±5	NR	NR	NR	NR	NR		NR		
ANG	6	±5	NR	NR	NR	NR	NR		NR		
USAFR	12	±7	6	NR	NR	NR	NR	±13	2.9	±0.6	
Enlisted	18	±13	4	6	NR	NR	2	±11	NR		
Officers	6	±4	NR	NR	NR	NR	NR		2.3	±0.4	
TWO OR MORE RACES	14	±6	NR	NR	NR	8	2	±8	2.5	±0.4	
ARNG	14	±11	NR	NR	NR	3	NR	±9	NR		
USAR	17	±16	NR	NR	NR	4	NR	±12	NR		
USNR	16	±9	NR	NR	NR	NR	5	±12	3.1	±0.3	
USMCR	19	±20	NR	NR	NR	NR	NR		NR		
ANG	12	±9	NR	NR	NR	NR	1	±4	2.4	±0.4	
USAFR	14	±14	NR	NR	NR	NR	NR		2.9	±0.3	
Enlisted	14	±7	NR	NR	NR	9	1	±10	2.5	±0.5	
Officers	19	±10	6	NR	NR	5	NR	±12	NR		
USCGR	6	±2	10	14	55	13	8	±15	3.0	±0.3	
White	6	±3	NR	15	NR	9	NR	±17	2.9	±0.4	
Black	7	±7	NR	NR	NR	NR	NR		NR		
Hispanic	7	±5	NR	NR	NR	NR	NR		NR		
Other Race/Ethnicity	8	±5	NR	NR	NR	NR	NR		NR		
Enlisted	7	±3	12	13	NR	10	9	±16	2.9	±0.4	
E1 – E4	8	±4	NR	NR	NR	NR	NR		2.8	±0.6	
E5 – E9	6	±3	NR	NR	NR	NR	NR		3.0	±0.4	
Officers	6	±3	NR	NR	NR	NR	NR		NR		

NR: Not reportable

**70. How satisfied are you with the following aspects of the reporting process?****e. How well you were/are kept informed about the progress of your complaint**1. Very dissatisfied  
4. Satisfied2. Dissatisfied  
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
<b>TOTAL DOD</b>	11	±1	17	17	40	17	9	±4	2.8	±0.1	
ARNG	12	±2	14	18	38	20	10	±7	2.9	±0.2	
USAR	13	±2	22	18	36	17	7	±7	2.7	±0.2	
USNR	9	±2	18	14	47	14	7	±12	2.8	±0.3	
USMCR	5	±2	NR	NR	40	10	6	±17	2.5	±0.4	
ANG	8	±2	16	13	52	13	7	±13	2.8	±0.3	
USAFR	8	±2	17	7	53	14	9	±12	2.9	±0.3	
Enlisted	11	±1	18	17	39	17	9	±5	2.8	±0.2	
E1 – E4	9	±2	18	19	37	15	11	±8	2.8	±0.2	
E5 – E9	13	±2	18	16	40	19	7	±6	2.8	±0.2	
Officers	9	±1	10	14	52	16	8	±6	3.0	±0.2	
O1 – O3	10	±2	10	16	51	15	8	±8	3.0	±0.2	
O4 – O6	8	±2	10	13	53	16	8	±9	3.0	±0.2	
Male	10	±1	17	16	41	17	8	±5	2.8	±0.2	
Female	14	±2	16	20	36	19	9	±7	2.9	±0.2	
AGR/FTS/AR	13	±3	16	18	42	16	8	±10	2.8	±0.3	
Other Selected Reserve	11	±1	17	17	40	17	9	±5	2.8	±0.1	
Reserve Unit	11	±1	17	17	40	18	9	±5	2.8	±0.2	
Military Technician	9	±3	16	6	47	17	14	±17	3.1	±0.4	
IMA	7	±3	NR	11	NR	9	8	±13	2.8	±0.5	
Not Activated Past 12 Months	9	±1	17	15	43	18	8	±6	2.8	±0.2	
Activated Past 12 Months	17	±3	17	19	38	17	10	±9	2.8	±0.2	
Not Deployed Past 12 Months	8	±1	17	15	40	19	9	±5	2.9	±0.2	
Deployed Past 12 Months	18	±3	17	19	41	15	8	±7	2.8	±0.2	
Deployed OIF/OEF	19	±3	14	19	43	17	6	±8	2.8	±0.2	
<b>WHITE</b>	9	±2	16	17	41	16	9	±7	2.9	±0.2	
ARNG	10	±2	10	21	36	20	12	±10	3.0	±0.3	
USAR	11	±3	24	17	38	15	5	±14	2.6	±0.3	
USNR	8	±3	NR	NR	NR	NR	6	±12	2.7	±0.4	
USMCR	3	±3	NR	NR	NR	NR	NR		NR		
ANG	7	±3	18	7	NR	NR	NR	±17	2.8	±0.4	
USAFR	6	±3	NR	3	NR	NR	NR	±8	3.1	±0.5	
Enlisted	9	±2	17	18	39	17	9	±8	2.8	±0.2	
E1 – E4	8	±2	15	22	37	13	13	±12	2.9	±0.3	
E5 – E9	10	±2	18	16	40	18	7	±9	2.8	±0.3	
Officers	7	±2	8	11	56	15	10	±8	3.1	±0.2	
<b>BLACK</b>	17	±2	19	17	36	21	8	±5	2.8	±0.2	
ARNG	21	±4	18	18	34	25	5	±9	2.8	±0.3	
USAR	17	±3	23	17	34	15	11	±10	2.7	±0.3	
USNR	13	±2	11	15	41	23	11	±8	3.1	±0.2	
USMCR	11	±5	2	NR	NR	17	6	±17	3.1	±0.3	
ANG	15	±3	13	23	39	20	6	±12	2.8	±0.2	
USAFR	13	±2	13	15	41	23	8	±8	3.0	±0.2	
Enlisted	17	±2	19	17	34	21	8	±6	2.8	±0.2	
E1 – E4	14	±3	24	13	38	17	7	±12	2.7	±0.3	
E5 – E9	19	±3	17	19	33	23	8	±6	2.9	±0.2	
Officers	17	±2	12	17	46	19	6	±6	2.9	±0.2	

Note. Percent responding are Reserve component members who answered the question, who experienced racial/ethnic-related behaviors (Q53/Q54), and who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q68).

NR: Not reportable

70e. Continued	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
HISPANIC	15	±3	18	15	40	17	10	±9	2.9	±0.3	
ARNG	17	±5	17	9	48	10	15	±16	3.0	±0.4	
USAR	19	±5	17	22	29	27	6	±14	2.8	±0.4	
USNR	12	±4	NR	5	40	20	7	±17	2.7	±0.6	
USMCR	5	±2	NR	NR	NR	NR	NR		2.8	±0.5	
ANG	11	±6	13	NR	NR	10	6	±16	2.6	±0.5	
USAFR	10	±6	NR	7	NR	6	10	±12	2.8	±0.5	
Enlisted	16	±3	18	15	40	16	11	±9	2.9	±0.3	
E1 – E4	12	±4	19	13	34	17	16	±17	3.0	±0.4	
E5 – E9	19	±4	17	16	43	16	8	±12	2.8	±0.3	
Officers	11	±3	17	19	40	20	4	±13	2.7	±0.3	
AIAN	7	±3	9	9	63	15	4	±10	3.0	±0.2	
ARNG	8	±4	6	9	71	12	2	±14	2.9	±0.2	
USAR	6	±4	23	9	47	16	5	±16	2.7	±0.4	
USNR	7	±5	NR	NR	NR	NR	NR		3.5	±0.5	
ANG	4	±4	9	NR	NR	NR	NR	±14	3.2	±0.4	
USAFR	8	±5	NR	NR	NR	NR	NR		3.1	±0.4	
Enlisted	7	±3	10	9	62	15	5	±11	3.0	±0.2	
Officers	11	±8	NR	7	NR	NR	NR	±14	3.0	±0.2	
ASIAN	12	±3	NR	14	37	14	4	±11	2.5	±0.4	
ARNG	14	±7	NR	8	NR	16	4	±13	NR		
USAR	13	±4	22	NR	44	13	5	±12	2.6	±0.3	
USNR	6	±2	16	14	48	18	4	±15	2.8	±0.3	
USMCR	17	±15	NR	NR	NR	NR	NR		NR		
ANG	8	±3	10	15	52	21	1	±15	2.9	±0.3	
USAFR	10	±12	NR	NR	NR	NR	3	±11	NR		
Enlisted	12	±4	NR	12	37	14	4	±13	2.4	±0.4	
Officers	10	±4	11	NR	NR	10	7	±11	2.7	±0.3	
NHPI	17	±12	3	7	NR	NR	3	±11	NR		
ARNG	27	±26	NR	NR	NR	NR	NR		NR		
USAR	13	±4	10	14	38	28	10	±14	3.1	±0.3	
USNR	3	±5	NR	NR	NR	NR	NR		NR		
ANG	6	±5	NR	6	NR	NR	NR	±12	NR		
USAFR	12	±7	6	NR	NR	NR	NR	±13	NR		
Enlisted	18	±13	3	6	NR	NR	2	±11	NR		
Officers	6	±4	NR	NR	NR	NR	NR		2.7	±0.5	
TWO OR MORE RACES	15	±6	NR	NR	NR	8	2	±8	2.6	±0.4	
ARNG	14	±11	NR	NR	NR	5	NR	±11	NR		
USAR	18	±16	NR	NR	NR	4	NR	±12	NR		
USNR	16	±9	8	NR	NR	NR	7	±15	3.1	±0.3	
USMCR	19	±20	NR	NR	NR	NR	NR		NR		
ANG	12	±9	NR	9	NR	NR	1	±15	2.7	±0.4	
USAFR	14	±14	NR	NR	NR	NR	NR		2.8	±0.3	
Enlisted	14	±7	NR	NR	NR	8	1	±10	2.5	±0.5	
Officers	19	±10	6	NR	NR	7	NR	±12	3.0	±0.4	
USCGR	6	±2	14	18	49	11	9	±15	2.8	±0.4	
White	6	±3	NR	NR	NR	9	NR	±12	2.8	±0.4	
Black	4	±6	NR	NR	NR	NR	NR		NR		
Hispanic	7	±5	NR	NR	NR	NR	NR		NR		
Other Race/Ethnicity	8	±5	NR	NR	NR	NR	NR		NR		
Enlisted	6	±3	15	18	NR	8	9	±17	2.8	±0.4	
E1 – E4	8	±4	NR	NR	NR	NR	NR		2.8	±0.6	
E5 – E9	5	±3	NR	NR	NR	NR	NR		2.8	±0.5	
Officers	6	±3	NR	NR	NR	NR	NR		3.0	±0.6	

NR: Not reportable

**70. How satisfied are you with the following aspects of the reporting process?****f. Degree to which your privacy was/is being protected**1. Very dissatisfied  
4. Satisfied2. Dissatisfied  
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
<b>TOTAL DOD</b>	11	±1	14	13	42	20	11	±4	3.0	±0.1	
ARNG	12	±2	12	14	38	23	13	±7	3.1	±0.2	
USAR	13	±2	17	12	43	19	9	±7	2.9	±0.2	
USNR	9	±2	14	7	50	20	8	±11	3.0	±0.3	
USMCR	5	±2	NR	7	NR	9	6	±9	2.8	±0.4	
ANG	8	±2	11	16	50	16	7	±13	2.9	±0.3	
USAFR	8	±2	12	6	46	21	15	±12	3.2	±0.3	
Enlisted	11	±1	15	13	41	20	11	±5	3.0	±0.2	
E1 – E4	9	±2	15	16	37	21	12	±8	3.0	±0.2	
E5 – E9	13	±2	15	12	43	20	10	±6	3.0	±0.2	
Officers	9	±1	8	10	51	19	12	±6	3.2	±0.2	
O1 – O3	10	±2	8	12	49	21	9	±8	3.1	±0.2	
O4 – O6	8	±2	7	8	53	19	13	±9	3.2	±0.2	
Male	10	±1	14	11	44	21	11	±5	3.0	±0.2	
Female	14	±2	13	19	38	20	11	±7	3.0	±0.2	
AGR/FTS/AR	13	±3	11	14	44	23	7	±10	3.0	±0.2	
Other Selected Reserve	11	±1	14	12	42	20	11	±5	3.0	±0.1	
Reserve Unit	11	±1	14	12	42	20	11	±5	3.0	±0.2	
Military Technician	10	±3	14	7	42	20	17	±17	3.2	±0.4	
IMA	7	±3	2	11	NR	NR	NR	±12	3.4	±0.4	
Not Activated Past 12 Months	9	±1	12	12	46	21	10	±6	3.1	±0.2	
Activated Past 12 Months	17	±3	14	12	45	17	13	±9	3.0	±0.2	
Not Deployed Past 12 Months	8	±1	12	12	42	22	12	±5	3.1	±0.2	
Deployed Past 12 Months	18	±3	16	13	43	19	9	±7	2.9	±0.2	
Deployed OIF/OEF	19	±3	15	12	44	20	9	±8	3.0	±0.2	
<b>WHITE</b>	9	±2	12	12	44	19	13	±7	3.1	±0.2	
ARNG	10	±2	10	15	36	24	15	±10	3.2	±0.3	
USAR	11	±3	16	11	49	14	11	±13	2.9	±0.3	
USNR	8	±3	NR	7	NR	13	7	±17	2.9	±0.4	
USMCR	3	±3	NR	0	NR	NR	NR	±2	NR		
ANG	7	±3	NR	12	NR	NR	NR	±16	2.9	±0.4	
USAFR	6	±3	NR	3	NR	NR	NR	±8	3.4	±0.5	
Enlisted	9	±2	13	13	43	19	13	±8	3.0	±0.2	
E1 – E4	8	±2	14	17	36	20	13	±12	3.0	±0.3	
E5 – E9	10	±2	13	10	47	18	12	±9	3.1	±0.3	
Officers	7	±2	5	8	52	20	14	±8	3.3	±0.2	
<b>BLACK</b>	17	±2	15	15	38	23	9	±5	3.0	±0.2	
ARNG	21	±4	14	16	37	26	7	±9	3.0	±0.2	
USAR	17	±3	19	14	37	19	12	±9	2.9	±0.3	
USNR	13	±2	10	12	35	31	12	±8	3.2	±0.2	
USMCR	11	±5	7	NR	NR	NR	7	±11	2.9	±0.3	
ANG	15	±3	10	20	40	20	10	±12	3.0	±0.2	
USAFR	13	±2	12	11	40	27	10	±8	3.1	±0.2	
Enlisted	17	±2	15	15	36	23	10	±6	3.0	±0.2	
E1 – E4	14	±3	18	16	39	18	9	±12	2.8	±0.3	
E5 – E9	19	±3	14	15	35	26	10	±6	3.0	±0.2	
Officers	17	±2	11	10	47	24	7	±6	3.1	±0.2	

Note. Percent responding are Reserve component members who answered the question, who experienced racial/ethnic-related behaviors (Q53/Q54), and who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q68).

NR: Not reportable



2007 Workplace and Equal Opportunity Survey of Reserve Component Members

70f. Continued	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
HISPANIC	15	±3	17	13	37	22	10	±9	2.9	±0.3	
ARNG	17	±5	17	12	40	15	15	±17	3.0	±0.5	
USAR	19	±5	18	13	32	32	5	±14	2.9	±0.4	
USNR	12	±4	NR	3	35	27	9	±16	2.9	±0.6	
USMCR	5	±2	11	NR	NR	NR	14	±17	3.1	±0.4	
ANG	11	±6	11	NR	NR	17	6	±17	2.7	±0.5	
USAFR	11	±6	NR	6	NR	10	11	±12	3.0	±0.5	
Enlisted	16	±3	18	13	36	22	11	±9	3.0	±0.3	
E1 – E4	12	±4	13	15	31	26	15	±17	3.1	±0.4	
E5 – E9	19	±4	20	12	39	21	8	±13	2.9	±0.3	
Officers	11	±3	15	15	49	16	5	±13	2.8	±0.3	
AIAN	7	±3	7	11	57	15	11	±11	3.1	±0.2	
ARNG	8	±4	5	10	62	17	6	±15	3.1	±0.2	
USAR	6	±4	15	16	45	13	11	±16	2.9	±0.4	
USNR	7	±5	NR	NR	NR	10	NR	±16	3.8	±0.6	
ANG	4	±3	12	5	NR	10	NR	±16	3.3	±0.6	
USAFR	8	±5	NR	NR	NR	NR	NR		3.1	±0.4	
Enlisted	7	±3	7	12	55	15	12	±12	3.1	±0.2	
Officers	11	±8	NR	NR	NR	NR	NR		3.0	±0.3	
ASIAN	12	±3	NR	7	42	17	6	±13	2.6	±0.4	
ARNG	14	±7	NR	7	NR	21	7	±16	NR		
USAR	13	±4	26	5	50	15	5	±14	2.7	±0.3	
USNR	6	±2	10	20	44	18	8	±15	2.9	±0.3	
USMCR	17	±15	NR	NR	NR	NR	NR		3.1	±0.3	
ANG	8	±3	13	19	46	21	1	±16	2.8	±0.3	
USAFR	10	±12	NR	1	NR	NR	NR	±6	NR		
Enlisted	12	±4	NR	7	42	18	4	±14	2.6	±0.5	
Officers	10	±4	NR	9	NR	10	NR	±7	2.8	±0.6	
NHPI	17	±12	3	5	NR	NR	4	±9	NR		
ARNG	27	±26	NR	NR	NR	NR	NR		NR		
USAR	13	±4	11	10	39	26	15	±13	3.2	±0.4	
USNR	3	±5	NR	NR	NR	NR	NR		NR		
ANG	6	±5	NR	NR	NR	NR	NR		NR		
USAFR	12	±7	6	NR	NR	NR	NR	±13	3.1	±0.5	
Enlisted	18	±13	3	4	NR	NR	4	±9	NR		
Officers	6	±4	NR	NR	NR	NR	NR		2.6	±0.3	
TWO OR MORE RACES	15	±6	4	11	NR	NR	3	±14	3.0	±0.2	
ARNG	14	±11	2	NR	NR	3	NR	±9	3.0	±0.2	
USAR	18	±16	NR	NR	NR	3	2	±10	2.8	±0.4	
USNR	16	±9	NR	NR	NR	NR	7	±12	3.4	±0.3	
USMCR	19	±20	NR	NR	NR	NR	NR		NR		
ANG	12	±9	9	9	NR	NR	NR	±15	2.8	±0.3	
USAFR	14	±14	NR	NR	NR	NR	1	±7	NR		
Enlisted	14	±7	4	NR	NR	NR	2	±4	3.0	±0.3	
Officers	19	±10	7	NR	NR	6	NR	±13	3.0	±0.4	
USCGR	6	±2	8	12	56	16	9	±15	3.0	±0.3	
White	6	±3	NR	11	64	15	NR	±18	3.1	±0.3	
Black	4	±6	NR	NR	NR	NR	NR		NR		
Hispanic	7	±5	NR	NR	NR	NR	NR		NR		
Other Race/Ethnicity	8	±5	NR	NR	NR	NR	NR		NR		
Enlisted	6	±3	9	8	60	14	9	±17	3.1	±0.3	
E1 – E4	8	±4	NR	1	NR	NR	NR	±6	3.2	±0.4	
E5 – E9	5	±3	NR	NR	NR	NR	NR		2.9	±0.4	
Officers	6	±3	NR	NR	NR	NR	NR		3.0	±0.6	

NR: Not reportable

**70. How satisfied are you with the following aspects of the reporting process?****g. The complaint process overall**1. Very dissatisfied  
4. Satisfied2. Dissatisfied  
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
<b>TOTAL DOD</b>	11	±1	18	19	35	19	10	±4	2.8	±0.1	
ARNG	12	±2	16	20	29	23	12	±6	2.9	±0.2	
USAR	13	±2	22	20	33	18	7	±7	2.7	±0.2	
USNR	9	±2	16	13	46	18	7	±11	2.9	±0.3	
USMCR	5	±2	NR	NR	NR	8	6	±9	2.5	±0.4	
ANG	8	±2	18	17	45	9	11	±15	2.8	±0.4	
USAFR	8	±2	20	9	49	12	9	±13	2.8	±0.3	
Enlisted	11	±1	19	19	33	19	10	±5	2.8	±0.2	
E1 – E4	9	±2	19	23	28	17	13	±8	2.8	±0.2	
E5 – E9	13	±2	19	18	36	20	8	±6	2.8	±0.2	
Officers	9	±1	14	14	43	19	9	±6	3.0	±0.2	
O1 – O3	10	±2	12	14	45	18	10	±8	3.0	±0.2	
O4 – O6	8	±2	16	14	41	21	8	±9	2.9	±0.2	
Male	10	±1	18	18	35	19	10	±5	2.8	±0.2	
Female	14	±2	17	22	32	18	11	±7	2.8	±0.2	
AGR/FTS/AR	13	±3	15	18	39	20	8	±10	2.9	±0.3	
Other Selected Reserve	11	±1	18	19	34	19	10	±4	2.8	±0.2	
Reserve Unit	11	±1	18	19	34	19	10	±5	2.8	±0.2	
Military Technician	9	±3	17	12	36	20	15	±17	3.0	±0.4	
IMA	7	±3	NR	NR	NR	11	8	±13	2.7	±0.5	
Not Activated Past 12 Months	9	±1	17	18	36	19	10	±5	2.9	±0.2	
Activated Past 12 Months	17	±3	16	18	39	16	10	±9	2.9	±0.2	
Not Deployed Past 12 Months	8	±1	17	18	34	20	11	±5	2.9	±0.2	
Deployed Past 12 Months	18	±3	19	20	35	17	8	±7	2.8	±0.2	
Deployed OIF/OEF	19	±3	16	22	38	17	7	±8	2.8	±0.2	
<b>WHITE</b>	9	±2	16	20	36	17	11	±7	2.9	±0.2	
ARNG	10	±2	13	22	28	23	14	±9	3.0	±0.3	
USAR	11	±3	19	23	37	16	6	±13	2.7	±0.3	
USNR	8	±3	NR	NR	NR	14	6	±17	2.8	±0.4	
USMCR	3	±3	NR	NR	NR	NR	NR		NR		
ANG	7	±3	18	13	NR	5	NR	±17	2.8	±0.5	
USAFR	6	±3	NR	NR	NR	NR	NR		2.8	±0.5	
Enlisted	9	±2	17	21	35	17	11	±8	2.8	±0.2	
E1 – E4	8	±2	17	25	26	15	16	±12	2.9	±0.4	
E5 – E9	10	±2	17	18	40	17	8	±9	2.8	±0.3	
Officers	7	±2	11	13	44	21	11	±8	3.1	±0.2	
<b>BLACK</b>	17	±2	21	19	28	22	9	±5	2.8	±0.2	
ARNG	20	±4	21	21	24	28	7	±9	2.8	±0.3	
USAR	17	±3	27	18	28	15	13	±9	2.7	±0.3	
USNR	13	±2	11	17	35	27	10	±8	3.1	±0.2	
USMCR	11	±5	7	NR	NR	15	7	±17	3.0	±0.3	
ANG	15	±3	14	23	37	20	5	±12	2.8	±0.2	
USAFR	13	±2	15	14	38	26	7	±8	2.9	±0.2	
Enlisted	17	±2	22	20	27	22	9	±6	2.8	±0.2	
E1 – E4	14	±3	26	21	30	14	9	±12	2.6	±0.3	
E5 – E9	19	±3	20	19	25	27	9	±6	2.9	±0.2	
Officers	17	±2	16	13	43	21	7	±6	2.9	±0.2	

Note. Percent responding are Reserve component members who answered the question, who experienced racial/ethnic-related behaviors (Q53/Q54), and who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q68).

NR: Not reportable

2007 Workplace and Equal Opportunity Survey of Reserve Component Members

70g. Continued	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
HISPANIC	15	±3	20	17	33	20	10	±8	2.8	±0.3	
ARNG	17	±5	17	16	36	15	15	±16	2.9	±0.4	
USAR	19	±5	22	18	25	31	4	±14	2.8	±0.4	
USNR	12	±4	NR	9	37	19	8	±16	2.7	±0.6	
USMCR	5	±2	19	NR	NR	NR	NR	±17	2.7	±0.5	
ANG	11	±6	11	NR	NR	11	6	±15	2.6	±0.4	
USAFR	10	±6	NR	7	NR	8	9	±12	2.8	±0.5	
Enlisted	16	±3	19	17	33	20	10	±9	2.8	±0.3	
E1 – E4	12	±4	18	16	29	23	14	±17	3.0	±0.4	
E5 – E9	19	±4	20	18	35	19	8	±11	2.8	±0.3	
Officers	11	±3	23	20	37	16	4	±14	2.6	±0.3	
AIAN	7	±3	10	10	53	20	7	±12	3.0	±0.2	
ARNG	8	±4	8	10	NR	19	7	±14	3.1	±0.2	
USAR	6	±4	15	17	48	16	4	±16	2.8	±0.3	
USNR	7	±5	NR	NR	NR	NR	NR		3.6	±0.4	
ANG	4	±4	15	6	NR	NR	NR	±16	3.0	±0.4	
USAFR	8	±5	NR	NR	NR	NR	NR		2.9	±0.5	
Enlisted	7	±3	10	11	55	17	8	±12	3.0	±0.2	
Officers	11	±8	NR	5	NR	NR	NR	±11	3.2	±0.5	
ASIAN	12	±3	NR	13	36	17	5	±12	2.6	±0.4	
ARNG	14	±7	NR	6	NR	21	7	±16	NR		
USAR	13	±4	26	15	38	17	4	±17	2.6	±0.3	
USNR	6	±2	16	9	44	23	9	±15	3.0	±0.4	
USMCR	17	±15	NR	NR	NR	NR	NR		NR		
ANG	8	±3	11	21	46	21	1	±16	2.8	±0.3	
USAFR	10	±12	NR	NR	NR	NR	3	±11	NR		
Enlisted	12	±4	NR	12	36	19	4	±13	2.6	±0.5	
Officers	10	±4	NR	NR	35	10	NR	±16	2.7	±0.5	
NHPI	17	±12	3	NR	NR	NR	4	±7	NR		
ARNG	27	±26	NR	NR	NR	NR	NR		NR		
USAR	13	±4	12	11	35	26	16	±13	3.2	±0.4	
USNR	3	±5	NR	NR	NR	NR	NR		NR		
ANG	6	±5	NR	NR	NR	NR	NR		NR		
USAFR	12	±7	6	NR	NR	NR	NR	±13	NR		
Enlisted	18	±13	3	NR	NR	NR	4	±7	NR		
Officers	6	±4	NR	NR	NR	NR	NR		2.7	±0.5	
TWO OR MORE RACES	15	±6	NR	NR	NR	8	2	±8	2.5	±0.5	
ARNG	14	±11	NR	NR	NR	5	NR	±11	NR		
USAR	18	±16	5	NR	NR	4	NR	±12	NR		
USNR	16	±9	5	5	NR	NR	7	±13	3.2	±0.3	
USMCR	19	±20	NR	NR	NR	NR	NR		NR		
ANG	12	±9	NR	NR	NR	NR	NR		NR		
USAFR	14	±14	NR	NR	NR	NR	NR		2.8	±0.4	
Enlisted	14	±7	NR	NR	NR	9	1	±10	2.5	±0.5	
Officers	19	±10	NR	3	NR	6	NR	±11	NR		
USCGR	6	±2	12	14	51	11	12	±15	3.0	±0.4	
White	6	±3	NR	14	NR	10	NR	±16	3.0	±0.4	
Black	7	±7	NR	NR	NR	NR	NR		NR		
Hispanic	7	±5	NR	NR	NR	NR	NR		NR		
Other Race/Ethnicity	8	±5	NR	NR	NR	NR	NR		NR		
Enlisted	7	±3	12	12	NR	8	NR	±16	3.0	±0.4	
E1 – E4	8	±4	NR	NR	NR	NR	NR		NR		
E5 – E9	6	±3	NR	14	NR	NR	NR	±17	2.9	±0.4	
Officers	6	±3	NR	NR	NR	NR	NR		2.9	±0.6	

NR: Not reportable

**71. Was your complaint found to be true?**

1. Yes















2. No

3. They were unable to determine whether your complaint was true or not

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL DOD	8	±1	56	6	38	±5	
ARNG	9	±2	53	5	42	±8	
USAR	10	±2	61	8	31	±8	
USNR	6	±2	60	4	37	±13	
USMCR	3	±2	NR	6	NR	±9	
ANG	5	±2	56	12	32	±16	
USAFR	6	±2	48	7	45	±15	
Enlisted	8	±1	56	6	38	±6	
E1 – E4	7	±2	51	7	42	±9	
E5 – E9	9	±2	59	6	35	±7	
Officers	6	±1	52	8	39	±7	
O1 – O3	6	±2	55	7	38	±9	
O4 – O6	6	±2	50	9	41	±10	
Male	7	±1	57	5	38	±6	
Female	10	±2	52	10	38	±8	
AGR/FTS/AR	9	±2	64	4	32	±10	
Other Selected Reserve	8	±1	55	6	39	±5	
Reserve Unit	8	±1	55	7	38	±5	
Military Technician	7	±3	NR	NR	NR		
IMA	5	±3	NR	2	NR	±3	
Not Activated Past 12 Months	6	±1	60	5	36	±7	
Activated Past 12 Months	11	±3	49	8	43	±10	
Not Deployed Past 12 Months	6	±1	57	6	37	±6	
Deployed Past 12 Months	14	±2	54	7	39	±8	
Deployed OIF/OEF	15	±3	53	8	39	±9	
WHITE	6	±1	59	5	36	±8	
ARNG	7	±2	53	3	44	±12	
USAR	7	±3	73	7	20	±14	
USNR	5	±3	NR	0	NR	±2	
USMCR	2	±2	NR	NR	NR		
ANG	4	±2	NR	NR	NR		
USAFR	4	±3	NR	NR	NR		
Enlisted	6	±2	60	4	36	±9	
E1 – E4	5	±2	51	4	45	±15	
E5 – E9	7	±2	65	5	30	±12	
Officers	5	±1	55	8	37	±10	
BLACK	13	±2	56	10	34	±6	
ARNG	16	±3	55	10	35	±10	
USAR	12	±3	59	10	31	±11	
USNR	10	±2	50	12	38	±9	
USMCR	9	±4	NR	NR	NR		
ANG	11	±3	60	12	28	±10	
USAFR	8	±2	50	9	41	±10	
Enlisted	13	±2	57	10	33	±7	
E1 – E4	10	±3	51	12	37	±14	
E5 – E9	15	±2	60	9	31	±7	
Officers	11	±2	41	13	45	±8	









































Note. Percent responding are Reserve component members who answered the question, who experienced racial/ethnic-related behaviors (Q53/Q54), and who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q68). Respondents who marked "Does not apply, the action is still being processed" are tabulated separately.

NR: Not reportable

71. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
HISPANIC	12	±3	49	6	46	±10	
ARNG	14	±5	NR	2	NR	±6	
USAR	17	±4	47	7	46	±14	
USNR	8	±4	NR	4	NR	±9	
USMCR	4	±2	NR	NR	NR		
ANG	8	±6	NR	3	NR	±10	
USAFR	8	±6	NR	NR	NR		
Enlisted	13	±3	48	6	46	±10	
E1 – E4	9	±3	56	NR	32	±16	
E5 – E9	15	±4	44	3	53	±12	
Officers	9	±3	53	2	45	±16	
AIAN	5	±2	40	8	51	±14	
ARNG	6	±4	NR	10	NR	±9	
USAR	4	±3	NR	10	NR	±15	
USNR	6	±5	NR	NR	NR		
ANG	2	±2	NR	NR	NR		
USAFR	6	±4	NR	NR	NR		
Enlisted	5	±2	37	9	54	±15	
Officers	5	±5	NR	NR	NR		
ASIAN	8	±3	60	7	33	±11	
ARNG	8	±3	54	13	33	±13	
USAR	10	±3	49	7	44	±14	
USNR	4	±2	NR	2	NR	±5	
USMCR	15	±15	NR	1	NR	±6	
ANG	6	±2	44	9	NR	±16	
USAFR	9	±12	NR	NR	NR		
Enlisted	9	±3	61	7	32	±12	
Officers	6	±3	NR	8	NR	±9	
NHPI	16	±12	NR	1	NR	±3	
ARNG	27	±26	NR	NR	NR		
USAR	11	±3	60	3	37	±13	
USNR	2	±4	NR	NR	NR		
ANG	5	±5	NR	NR	NR		
USAFR	8	±6	NR	NR	NR		
Enlisted	17	±13	NR	1	NR	±3	
Officers	3	±3	NR	NR	NR		
TWO OR MORE RACES	10	±5	NR	2	NR	±3	
ARNG	11	±10	NR	NR	NR		
USAR	7	±7	NR	NR	NR		
USNR	9	±5	NR	NR	NR		
USMCR	14	±18	NR	NR	NR		
ANG	8	±9	NR	NR	NR		
USAFR	12	±14	NR	NR	NR		
Enlisted	10	±6	NR	1	NR	±3	
Officers	12	±9	NR	NR	NR		
USCGR	4	±2	NR	NR	NR		
White	3	±2	NR	NR	NR		
Black	4	±6	NR	NR	NR		
Hispanic	7	±5	NR	NR	NR		
Other Race/Ethnicity	6	±5	NR	NR	NR		
Enlisted	4	±2	NR	NR	NR		
E1 – E4	3	±3	NR	NR	NR		
E5 – E9	4	±2	NR	NR	NR		
Officers	4	±3	NR	NR	NR		























NR: Not reportable

## 71. Is the action still being processed?

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
TOTAL DOD	11	±1	28	±4	
ARNG	12	±2	25	±6	
USAR	13	±2	27	±7	
USNR	9	±2	31	±11	
USMCR	5	±2	NR		
ANG	8	±2	39	±14	
USAFR	8	±2	27	±12	
Enlisted	11	±1	27	±5	
E1 – E4	9	±2	28	±8	
E5 – E9	13	±2	27	±6	
Officers	9	±1	31	±6	
O1 – O3	9	±2	33	±7	
O4 – O6	8	±2	28	±8	
Male	10	±1	28	±5	
Female	14	±2	26	±7	
AGR/FTS/AR	13	±3	35	±11	
Other Selected Reserve	11	±1	27	±4	
Reserve Unit	11	±1	27	±5	
Military Technician	10	±3	28	±15	
IMA	7	±3	NR		
Not Activated Past 12 Months	9	±1	31	±6	
Activated Past 12 Months	16	±3	31	±9	
Not Deployed Past 12 Months	8	±1	32	±5	
Deployed Past 12 Months	18	±3	22	±6	
Deployed OIF/OEF	18	±3	20	±7	
WHITE	9	±2	32	±7	
ARNG	10	±2	28	±10	
USAR	10	±3	32	±14	
USNR	8	±3	NR		
USMCR	3	±3	NR		
ANG	7	±3	NR		
USAFR	6	±3	NR		
Enlisted	9	±2	32	±8	
E1 – E4	7	±2	29	±12	
E5 – E9	10	±2	34	±10	
Officers	7	±2	31	±8	
BLACK	17	±2	24	±5	
ARNG	21	±4	23	±9	
USAR	17	±3	26	±9	
USNR	13	±2	23	±8	
USMCR	11	±5	NR		
ANG	15	±3	24	±8	
USAFR	12	±2	30	±8	
Enlisted	17	±2	23	±6	
E1 – E4	14	±3	27	±12	
E5 – E9	19	±3	22	±6	
Officers	16	±2	33	±6	

Note. Percent responding are Reserve component members who answered the question, who experienced racial/ethnic-related behaviors (Q53/Q54), and who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q68). Respondents who marked "Does not apply, the action is still being processed" to Q71 are included in the "Yes" category.

NR: Not reportable

71. Continued	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
HISPANIC	15	±3	19	±7	
ARNG	17	±5	18	±14	
USAR	19	±5	15	±9	
USNR	11	±4	33	±16	
USMCR	5	±2	30	±18	
ANG	11	±6	NR		
USAFR	11	±6	25	±18	
Enlisted	16	±3	19	±7	
E1 – E4	12	±4	23	±16	
E5 – E9	19	±4	17	±7	
Officers	11	±3	24	±11	
AIAN	7	±3	28	±11	
ARNG	8	±4	25	±17	
USAR	6	±4	38	±15	
USNR	7	±5	NR		
ANG	3	±3	NR		
USAFR	8	±5	NR		
Enlisted	7	±3	23	±9	
Officers	11	±8	NR		
ASIAN	12	±3	27	±17	
ARNG	13	±7	NR		
USAR	13	±4	21	±12	
USNR	6	±2	35	±15	
USMCR	17	±15	NR		
ANG	8	±3	14	±13	
USAFR	10	±12	NR		
Enlisted	12	±4	NR		
Officers	10	±4	NR		
NHPI	17	±12	7	±10	
ARNG	27	±26	NR		
USAR	13	±4	14	±11	
USNR	3	±5	NR		
ANG	7	±5	NR		
USAFR	12	±7	NR		
Enlisted	18	±13	6	±9	
Officers	6	±4	NR		
TWO OR MORE RACES	14	±6	NR		
ARNG	14	±11	NR		
USAR	18	±16	NR		
USNR	11	±5	NR		
USMCR	19	±20	NR		
ANG	12	±9	NR		
USAFR	14	±14	NR		
Enlisted	14	±7	NR		
Officers	16	±10	NR		
USCGR	6	±2	42	±15	
White	6	±3	NR		
Black	7	±7	NR		
Hispanic	7	±5	NR		
Other Race/Ethnicity	8	±5	NR		
Enlisted	7	±3	NR		
E1 – E4	8	±4	NR		
E5 – E9	6	±3	NR		
Officers	6	±3	NR		

NR: Not reportable

**72. How satisfied were you with the outcome of your complaint?**1. Very dissatisfied  
4. Satisfied2. Dissatisfied  
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
TOTAL DOD	8	±1	23	15	31	22	9	±5	2.8	±0.2	
ARNG	9	±2	21	14	31	23	10	±8	2.9	±0.2	
USAR	10	±2	22	17	27	23	11	±8	2.8	±0.3	
USNR	6	±2	28	16	24	24	8	±15	2.7	±0.4	
USMCR	3	±2	NR	6	NR	NR	8	±9	2.5	±0.6	
ANG	5	±2	31	24	27	15	2	±16	2.3	±0.4	
USAFR	6	±2	26	9	51	8	6	±16	2.6	±0.3	
Enlisted	8	±1	24	14	30	22	9	±5	2.8	±0.2	
E1 – E4	7	±2	24	15	29	21	10	±9	2.8	±0.3	
E5 – E9	9	±2	24	14	30	22	9	±7	2.8	±0.2	
Officers	6	±1	18	21	35	17	9	±7	2.8	±0.2	
O1 – O3	6	±2	20	19	34	18	9	±9	2.8	±0.3	
O4 – O6	6	±2	16	23	34	16	10	±10	2.8	±0.3	
Male	7	±1	23	14	31	22	9	±6	2.8	±0.2	
Female	10	±2	23	18	30	19	10	±8	2.7	±0.3	
AGR/FTS/AR	9	±2	21	21	27	22	10	±12	2.8	±0.3	
Other Selected Reserve	8	±1	24	15	31	21	9	±5	2.8	±0.2	
Reserve Unit	8	±1	24	15	31	22	9	±5	2.8	±0.2	
Military Technician	7	±3	19	15	32	NR	4	±18	2.8	±0.4	
IMA	5	±3	NR	11	NR	NR	NR	±15	2.8	±0.7	
Not Activated Past 12 Months	6	±1	22	12	33	27	6	±7	2.8	±0.2	
Activated Past 12 Months	11	±3	24	17	28	19	12	±10	2.8	±0.3	
Not Deployed Past 12 Months	6	±1	22	13	31	25	9	±6	2.9	±0.2	
Deployed Past 12 Months	14	±2	26	17	30	17	10	±7	2.7	±0.2	
Deployed OIF/OEF	15	±3	23	16	35	16	10	±9	2.7	±0.3	
WHITE	6	±1	26	16	27	22	9	±8	2.7	±0.3	
ARNG	7	±2	24	15	26	26	9	±12	2.8	±0.3	
USAR	7	±3	22	17	28	19	14	±16	2.9	±0.5	
USNR	5	±3	NR	NR	NR	NR	NR		2.6	±0.7	
USMCR	2	±2	NR	1	NR	NR	NR	±4	NR		
ANG	4	±2	NR	NR	NR	NR	1	±5	2.2	±0.5	
USAFR	4	±3	NR	NR	NR	NR	NR		2.5	±0.5	
Enlisted	6	±2	28	15	26	23	8	±9	2.7	±0.3	
E1 – E4	5	±2	28	19	24	20	9	±15	2.6	±0.4	
E5 – E9	7	±2	28	13	27	24	8	±12	2.7	±0.3	
Officers	5	±1	17	21	35	17	10	±9	2.8	±0.3	
BLACK	13	±2	23	16	26	24	12	±6	2.9	±0.2	
ARNG	16	±3	23	14	26	25	12	±10	2.9	±0.3	
USAR	12	±3	26	18	20	24	11	±11	2.8	±0.3	
USNR	9	±2	15	16	30	25	14	±9	3.1	±0.3	
USMCR	9	±4	10	NR	NR	NR	NR	±13	3.3	±0.5	
ANG	11	±3	18	21	33	22	6	±15	2.8	±0.3	
USAFR	8	±2	20	10	39	17	14	±10	2.9	±0.3	
Enlisted	13	±2	23	16	25	24	12	±7	2.9	±0.2	
E1 – E4	10	±3	34	10	27	16	13	±15	2.6	±0.4	
E5 – E9	15	±2	19	18	24	27	12	±7	2.9	±0.2	
Officers	11	±2	17	16	34	23	10	±8	2.9	±0.2	

Note. Percent responding are Reserve component members who answered the question, who experienced racial/ethnic-related behaviors (Q53/Q54), who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q68), and who had completed the complaint process (Q71).

NR: Not reportable



72. Continued	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
HISPANIC	12	±3	17	12	40	19	11	±10	3.0	±0.3	
ARNG	14	±5	11	10	NR	14	NR	±12	3.1	±0.4	
USAR	17	±4	16	16	31	29	8	±16	3.0	±0.4	
USNR	8	±4	NR	8	NR	16	NR	±16	NR		
USMCR	4	±2	NR	NR	NR	NR	NR		3.1	±0.5	
ANG	8	±6	NR	7	NR	NR	NR	±14	NR		
USAFR	8	±6	NR	6	NR	3	9	±15	2.9	±0.3	
Enlisted	13	±3	16	12	41	20	12	±10	3.0	±0.3	
E1 – E4	9	±3	10	11	39	26	NR	±17	3.2	±0.4	
E5 – E9	15	±4	19	12	42	16	10	±13	2.9	±0.3	
Officers	9	±3	27	15	33	15	9	±17	2.6	±0.4	
AIAN	5	±2	17	9	53	16	5	±14	2.8	±0.2	
ARNG	6	±4	13	9	NR	12	4	±11	2.9	±0.2	
USAR	4	±3	NR	19	26	NR	10	±17	2.7	±0.6	
USNR	6	±5	NR	NR	NR	NR	NR		3.4	±0.5	
ANG	2	±2	NR	NR	NR	NR	NR		2.5	±0.8	
USAFR	6	±4	NR	NR	NR	NR	NR		2.6	±0.6	
Enlisted	5	±2	17	10	50	17	6	±15	2.8	±0.2	
Officers	5	±5	NR	NR	NR	NR	NR		2.9	±0.3	
ASIAN	8	±3	25	12	39	19	6	±17	2.7	±0.4	
ARNG	8	±3	14	15	39	21	12	±13	3.0	±0.3	
USAR	10	±3	31	10	41	15	4	±16	2.5	±0.4	
USNR	4	±2	15	24	NR	NR	15	±17	2.8	±0.5	
USMCR	15	±15	NR	NR	NR	NR	NR		NR		
ANG	6	±2	NR	24	NR	16	NR	±17	2.8	±0.3	
USAFR	9	±12	NR	NR	NR	NR	NR		NR		
Enlisted	9	±3	NR	12	40	20	6	±14	2.7	±0.4	
Officers	6	±3	NR	9	NR	17	6	±16	NR		
NHPI	16	±12	6	3	NR	NR	5	±11	NR		
ARNG	27	±26	NR	NR	NR	NR	NR		NR		
USAR	11	±3	17	8	39	18	18	±14	3.1	±0.4	
USNR	2	±4	NR	NR	NR	NR	NR		NR		
ANG	5	±5	NR	NR	NR	NR	NR		NR		
USAFR	8	±6	NR	NR	NR	NR	NR		NR		
Enlisted	17	±13	6	4	NR	NR	5	±11	NR		
Officers	3	±3	NR	NR	NR	NR	NR		2.7	±0.5	
TWO OR MORE RACES	10	±5	NR	NR	NR	5	3	±9	2.4	±0.6	
ARNG	11	±10	NR	NR	NR	3	NR	±9	NR		
USAR	7	±7	NR	5	NR	NR	NR	±12	NR		
USNR	9	±5	NR	NR	NR	NR	NR		3.0	±0.5	
USMCR	14	±18	NR	NR	NR	NR	NR		NR		
ANG	8	±9	NR	NR	NR	NR	NR		2.3	±0.5	
USAFR	12	±14	NR	NR	NR	NR	NR		NR		
Enlisted	9	±6	NR	NR	NR	5	1	±7	NR		
Officers	12	±9	1	NR	NR	NR	NR	±4	NR		
USCGR	4	±2	15	NR	29	15	NR	±17	2.8	±0.5	
White	3	±2	NR	NR	NR	NR	NR		2.8	±0.6	
Black	4	±6	NR	NR	NR	NR	NR		NR		
Hispanic	7	±5	NR	NR	NR	NR	NR		NR		
Other Race/Ethnicity	6	±5	NR	NR	NR	NR	NR		NR		
Enlisted	4	±2	NR	NR	NR	NR	NR		2.8	±0.6	
E1 – E4	3	±3	NR	NR	NR	NR	NR		NR		
E5 – E9	4	±2	NR	NR	NR	NR	NR		2.8	±0.5	
Officers	4	±3	NR	NR	NR	NR	NR		NR		

NR: Not reportable

**73. As a result of reporting the situation, did you experience any...****a. Professional retaliation (for example, loss of privileges, denied promotion/training, transferred to less favorable job)?**

1. Yes























2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
<b>TOTAL DOD</b>	11	±1	24	61	15	±4	
ARNG	12	±2	26	60	13	±7	
USAR	14	±2	20	65	15	±7	
USNR	9	±2	28	60	11	±11	
USMCR	5	±2	NR	NR	19	±18	
ANG	8	±2	26	51	22	±13	
USAFR	8	±2	17	69	14	±12	
Enlisted	11	±1	24	61	15	±5	
E1 – E4	9	±2	23	62	16	±8	
E5 – E9	13	±2	25	61	14	±6	
Officers	9	±1	22	61	17	±6	
O1 – O3	9	±2	20	58	22	±8	
O4 – O6	8	±2	25	60	15	±9	
Male	10	±1	25	60	15	±5	
Female	14	±2	22	63	15	±7	
AGR/FTS/AR	13	±3	31	56	12	±10	
Other Selected Reserve	11	±1	23	62	15	±5	
Reserve Unit	11	±1	23	62	15	±5	
Military Technician	9	±3	25	57	18	±16	
IMA	7	±3	NR	NR	9	±10	
Not Activated Past 12 Months	9	±1	25	59	16	±6	
Activated Past 12 Months	17	±3	23	64	13	±8	
Not Deployed Past 12 Months	8	±1	25	60	15	±5	
Deployed Past 12 Months	19	±3	23	63	14	±7	
Deployed OIF/OEF	19	±3	22	66	12	±8	
<b>WHITE</b>	9	±2	20	63	17	±7	
ARNG	10	±2	20	64	16	±10	
USAR	11	±3	13	67	19	±13	
USNR	8	±3	NR	NR	NR		
USMCR	3	±3	NR	NR	NR		
ANG	7	±3	NR	NR	NR		
USAFR	6	±3	NR	NR	NR		
Enlisted	9	±2	19	63	18	±8	
E1 – E4	8	±2	16	63	21	±12	
E5 – E9	10	±2	21	63	16	±9	
Officers	7	±2	20	65	15	±8	
<b>BLACK</b>	18	±2	29	59	12	±6	
ARNG	21	±4	32	56	12	±9	
USAR	17	±3	29	62	10	±9	
USNR	13	±2	22	65	14	±8	
USMCR	11	±5	14	76	NR	±18	
ANG	15	±3	23	60	17	±9	
USAFR	13	±2	27	55	18	±8	
Enlisted	18	±2	30	59	12	±6	
E1 – E4	14	±3	38	56	7	±12	
E5 – E9	20	±3	26	60	14	±7	
Officers	17	±2	25	59	16	±6	

Note. Percent responding are Reserve component members who answered the question, who experienced racial/ethnic-related behaviors (Q53/Q54), and who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q68).

NR: Not reportable

73a. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
HISPANIC	15	±3	32	58	9	±9	
ARNG	17	±5	40	53	6	±16	
USAR	19	±5	24	64	12	±14	
USNR	12	±4	NR	NR	9	±10	
USMCR	5	±2	28	NR	NR	±18	
ANG	11	±6	NR	NR	14	±15	
USAFR	11	±6	15	NR	11	±14	
Enlisted	15	±3	33	59	8	±10	
E1 – E4	12	±4	29	61	10	±17	
E5 – E9	18	±4	34	58	8	±12	
Officers	11	±3	29	47	24	±15	
AIAN	7	±3	20	57	23	±12	
ARNG	8	±4	20	NR	23	±17	
USAR	6	±4	17	45	37	±16	
USNR	7	±5	NR	NR	NR		
ANG	4	±4	20	NR	NR	±17	
USAFR	8	±5	NR	NR	NR		
Enlisted	7	±3	16	58	25	±12	
Officers	11	±8	NR	NR	NR		
ASIAN	12	±3	31	51	18	±18	
ARNG	14	±7	NR	NR	14	±13	
USAR	13	±4	20	53	27	±15	
USNR	6	±2	11	61	28	±15	
USMCR	17	±15	NR	NR	NR		
ANG	8	±3	20	59	21	±15	
USAFR	10	±12	NR	NR	NR		
Enlisted	12	±4	NR	53	16	±16	
Officers	10	±4	NR	NR	NR		
NHPI	17	±12	NR	NR	7	±11	
ARNG	27	±26	NR	NR	NR		
USAR	13	±4	26	61	13	±12	
USNR	3	±5	NR	NR	NR		
ANG	7	±5	NR	NR	NR		
USAFR	12	±7	NR	NR	NR		
Enlisted	18	±13	NR	NR	7	±11	
Officers	6	±4	NR	NR	NR		
TWO OR MORE RACES	14	±6	NR	NR	19	±18	
ARNG	12	±10	NR	NR	NR		
USAR	18	±16	NR	NR	NR		
USNR	16	±9	NR	NR	NR		
USMCR	19	±20	NR	NR	NR		
ANG	11	±9	NR	NR	NR		
USAFR	14	±14	NR	NR	NR		
Enlisted	13	±7	NR	NR	NR		
Officers	19	±10	10	NR	NR	±14	
USCGR	6	±2	12	66	22	±15	
White	6	±3	NR	NR	NR		
Black	7	±7	NR	NR	NR		
Hispanic	7	±5	NR	NR	NR		
Other Race/Ethnicity	8	±5	NR	NR	NR		
Enlisted	7	±3	12	63	25	±17	
E1 – E4	8	±4	NR	NR	NR		
E5 – E9	6	±3	NR	NR	NR		
Officers	6	±3	NR	NR	NR		

NR: Not reportable

## 73. As a result of reporting the situation, did you experience any...

## b. Social retaliation (for example, ignored by coworkers, being blamed for the situation)?

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL DOD	11	±1	22	65	14	±4	
ARNG	12	±2	25	62	12	±7	
USAR	13	±2	19	67	13	±7	
USNR	9	±2	15	72	13	±11	
USMCR	5	±2	NR	NR	NR		
ANG	8	±2	20	55	25	±13	
USAFR	8	±2	10	78	12	±11	
Enlisted	11	±1	22	64	14	±5	
E1 – E4	9	±2	23	63	14	±8	
E5 – E9	13	±2	22	64	14	±6	
Officers	9	±1	17	70	13	±5	
O1 – O3	9	±2	20	66	14	±7	
O4 – O6	8	±2	16	72	12	±8	
Male	10	±1	20	66	14	±5	
Female	14	±2	26	59	14	±7	
AGR/FTS/AR	13	±3	26	60	14	±10	
Other Selected Reserve	11	±1	21	65	14	±5	
Reserve Unit	11	±1	21	65	14	±5	
Military Technician	9	±3	11	74	15	±14	
IMA	7	±3	NR	NR	6	±5	
Not Activated Past 12 Months	9	±1	20	65	15	±6	
Activated Past 12 Months	17	±3	19	67	14	±9	
Not Deployed Past 12 Months	8	±1	21	65	14	±5	
Deployed Past 12 Months	18	±3	22	64	14	±7	
Deployed OIF/OEF	19	±3	22	67	11	±8	
WHITE	9	±2	18	66	17	±7	
ARNG	10	±2	21	65	15	±10	
USAR	11	±3	13	71	16	±13	
USNR	8	±3	11	NR	NR	±16	
USMCR	3	±3	NR	NR	NR		
ANG	7	±3	NR	NR	NR		
USAFR	6	±3	NR	NR	NR		
Enlisted	9	±2	18	64	18	±8	
E1 – E4	8	±2	18	63	19	±12	
E5 – E9	10	±2	18	65	17	±9	
Officers	7	±2	15	75	10	±7	
BLACK	17	±2	27	62	11	±6	
ARNG	21	±4	31	58	11	±9	
USAR	17	±3	28	64	9	±9	
USNR	13	±2	26	61	13	±8	
USMCR	11	±5	10	NR	NR	±12	
ANG	15	±3	21	64	15	±9	
USAFR	13	±2	15	71	14	±8	
Enlisted	18	±2	28	61	10	±6	
E1 – E4	14	±3	33	58	9	±12	
E5 – E9	20	±3	26	63	11	±7	
Officers	17	±2	19	66	15	±6	

Note. Percent responding are Reserve component members who answered the question, who experienced racial/ethnic-related behaviors (Q53/Q54), and who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q68).

NR: Not reportable

73b. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
HISPANIC	15	±3	24	67	9	±9	
ARNG	16	±5	30	62	8	±17	
USAR	19	±5	24	67	9	±14	
USNR	12	±4	14	76	10	±15	
USMCR	5	±2	NR	NR	NR		
ANG	11	±6	16	NR	10	±16	
USAFR	10	±6	12	76	12	±18	
Enlisted	15	±3	24	67	8	±10	
E1 – E4	12	±4	22	70	8	±16	
E5 – E9	18	±4	25	66	8	±13	
Officers	11	±3	25	55	19	±13	
AIAN	7	±3	30	53	16	±16	
ARNG	8	±4	NR	NR	17	±12	
USAR	6	±4	27	52	20	±15	
USNR	7	±5	NR	NR	NR		
ANG	4	±4	21	NR	NR	±18	
USAFR	8	±5	NR	NR	NR		
Enlisted	7	±3	28	54	18	±17	
Officers	11	±8	NR	NR	8	±15	
ASIAN	12	±3	27	57	16	±18	
ARNG	13	±7	NR	NR	10	±11	
USAR	13	±4	13	61	26	±13	
USNR	6	±2	11	63	26	±15	
USMCR	17	±15	NR	NR	NR		
ANG	8	±3	24	57	19	±15	
USAFR	10	±12	NR	NR	NR		
Enlisted	12	±4	NR	56	15	±16	
Officers	10	±4	13	66	NR	±17	
NHPI	17	±12	NR	NR	7	±11	
ARNG	27	±26	NR	NR	NR		
USAR	13	±4	27	61	12	±12	
USNR	3	±5	NR	NR	NR		
ANG	7	±5	NR	NR	NR		
USAFR	12	±7	10	NR	NR	±16	
Enlisted	18	±13	NR	NR	7	±11	
Officers	6	±4	NR	NR	NR		
TWO OR MORE RACES	14	±6	NR	NR	NR		
ARNG	12	±10	NR	NR	NR		
USAR	18	±16	NR	NR	NR		
USNR	16	±9	NR	NR	NR		
USMCR	19	±20	NR	NR	NR		
ANG	12	±9	11	NR	NR	±15	
USAFR	14	±14	NR	NR	NR		
Enlisted	13	±7	NR	NR	NR		
Officers	19	±10	NR	NR	NR		
USCGR	6	±2	13	69	18	±15	
White	6	±3	14	NR	NR	±17	
Black	7	±7	NR	NR	NR		
Hispanic	7	±5	NR	NR	NR		
Other Race/Ethnicity	8	±5	NR	NR	NR		
Enlisted	7	±3	12	70	18	±17	
E1 – E4	8	±4	NR	NR	NR		
E5 – E9	6	±3	NR	NR	NR		
Officers	6	±3	NR	NR	NR		

NR: Not reportable

**73. What types of retaliation did you experience as a result of reporting the situation? Constructed from Q73a-b.**

1. Professional retaliation (single category)      2. Both professional and social retaliation      3. Social retaliation (single category)  
 4. Neither professional nor social retaliation

	Percent Responding		Percentages				Max ME
			1	2	3	4	
TOTAL DOD	11	±1	11	13	8	68	±4
ARNG	12	±2	11	15	10	64	±7
USAR	14	±2	6	14	6	75	±6
USNR	9	±2	18	11	4	68	±12
USMCR	5	±2	NR	NR	NR	NR	
ANG	8	±2	17	9	12	62	±14
USAFR	8	±2	12	5	5	79	±10
Enlisted	11	±1	11	13	9	67	±5
E1 – E4	9	±2	9	14	8	69	±8
E5 – E9	13	±2	12	13	9	66	±6
Officers	9	±1	11	11	6	72	±5
O1 – O3	9	±2	9	10	10	71	±7
O4 – O6	8	±2	13	12	4	71	±8
Male	10	±1	12	13	7	68	±5
Female	14	±2	8	13	13	66	±7
AGR/FTS/AR	13	±3	14	17	8	60	±10
Other Selected Reserve	11	±1	11	13	8	69	±4
Reserve Unit	11	±1	10	13	8	69	±5
Military Technician	9	±3	18	6	4	71	±16
IMA	7	±3	NR	10	NR	NR	±12
Not Activated Past 12 Months	9	±1	12	13	7	68	±5
Activated Past 12 Months	17	±3	11	12	7	70	±8
Not Deployed Past 12 Months	8	±1	12	13	8	67	±5
Deployed Past 12 Months	19	±3	10	13	9	68	±6
Deployed OIF/OEF	19	±3	10	13	9	68	±8
WHITE	9	±2	11	8	9	71	±6
ARNG	10	±2	11	9	12	69	±10
USAR	11	±3	6	8	6	81	±12
USNR	8	±3	NR	10	1	NR	±16
USMCR	3	±3	NR	NR	NR	NR	
ANG	7	±3	NR	7	NR	NR	±14
USAFR	6	±3	NR	3	NR	NR	±8
Enlisted	9	±2	11	8	10	71	±7
E1 – E4	8	±2	8	8	10	74	±12
E5 – E9	10	±2	13	8	10	69	±9
Officers	7	±2	11	10	5	74	±8
BLACK	18	±2	11	18	9	62	±6
ARNG	21	±4	13	19	12	57	±9
USAR	17	±3	8	20	7	64	±9
USNR	13	±2	10	11	14	64	±8
USMCR	11	±5	6	8	2	83	±14
ANG	15	±3	9	14	6	70	±8
USAFR	13	±2	18	9	7	66	±8
Enlisted	18	±2	11	19	9	61	±6
E1 – E4	14	±3	12	25	8	55	±12
E5 – E9	20	±3	10	16	10	64	±7
Officers	17	±2	14	10	8	67	±6

Note. Percent responding are Reserve component members who answered the question, who experienced racial/ethnic-related behaviors (Q53/Q54), and who formally reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q68). Reserve component members who indicated they did not or did not know if they experienced professional and social retaliation for reporting are included in the "Neither professional nor social retaliation" category.

NR: Not reportable

73. Continued	Percent Responding		Percentages				Max ME
			1	2	3	4	
HISPANIC	15	±3	11	21	3	65	±9
ARNG	17	±5	13	27	2	59	±17
USAR	19	±5	4	20	4	72	±14
USNR	12	±4	NR	12	2	NR	±13
USMCR	5	±2	11	16	NR	NR	±18
ANG	11	±6	NR	11	5	NR	±13
USAFR	11	±6	6	9	3	82	±15
Enlisted	16	±3	11	21	3	65	±10
E1 – E4	12	±4	NR	20	3	68	±17
E5 – E9	19	±4	12	22	3	63	±13
Officers	11	±3	9	20	5	66	±13
AIAN	7	±3	8	12	18	62	±18
ARNG	8	±4	8	NR	NR	NR	±8
USAR	6	±4	6	11	16	66	±16
USNR	7	±5	NR	NR	NR	NR	
ANG	4	±4	8	13	9	NR	±16
USAFR	8	±5	NR	NR	NR	NR	
Enlisted	7	±3	9	7	NR	63	±14
Officers	11	±8	3	NR	NR	NR	±9
ASIAN	12	±3	12	NR	8	61	±17
ARNG	14	±7	6	NR	6	NR	±8
USAR	13	±4	NR	10	3	78	±15
USNR	6	±2	6	6	5	84	±12
USMCR	17	±15	NR	NR	NR	NR	
ANG	8	±3	8	11	13	68	±15
USAFR	10	±12	NR	NR	2	NR	±9
Enlisted	12	±4	NR	NR	9	NR	±13
Officers	10	±4	NR	8	5	NR	±7
NHPI	17	±12	3	NR	2	NR	±7
ARNG	27	±26	NR	NR	NR	NR	
USAR	13	±4	5	21	6	69	±12
USNR	3	±5	NR	NR	NR	NR	
ANG	7	±5	NR	NR	NR	NR	
USAFR	12	±7	NR	10	NR	NR	±16
Enlisted	18	±13	3	NR	2	NR	±8
Officers	6	±4	NR	NR	NR	NR	
TWO OR MORE RACES	14	±6	3	NR	8	NR	±11
ARNG	12	±10	NR	NR	NR	NR	
USAR	18	±16	3	NR	1	NR	±8
USNR	16	±9	NR	NR	NR	NR	
USMCR	19	±20	NR	NR	NR	NR	
ANG	12	±9	NR	5	5	NR	±12
USAFR	14	±14	NR	3	NR	NR	±9
Enlisted	13	±7	4	NR	8	NR	±14
Officers	19	±10	0	9	NR	NR	±14
USCGR	6	±2	11	1	12	76	±15
White	6	±3	NR	NR	14	NR	±17
Black	7	±7	NR	NR	NR	NR	
Hispanic	7	±5	NR	NR	NR	NR	
Other Race/Ethnicity	8	±5	NR	NR	NR	NR	
Enlisted	7	±3	11	1	11	77	±17
E1 – E4	8	±4	NR	2	NR	NR	±7
E5 – E9	6	±3	NR	NR	NR	NR	
Officers	6	±3	NR	NR	NR	NR	

NR: Not reportable

**74. What were your reasons for not reporting the situation to any of the National Guard/Reserve/DoD/DHS individuals or organizations? {Subitems a-g}**

- a. You thought it was not important enough to report.      b. You did not know how to report.      c. You felt uncomfortable making a report.
- d. You took care of the problem yourself.      e. You did not think anything would be done.      f. You thought you would not be believed.
- g. You thought reporting would take too much time and effort.

	Percent Responding		Percentages							Max ME
			a	b	c	d	e	f	g	
TOTAL DOD	24	±2	53	13	20	37	25	12	19	±3
ARNG	25	±2	53	14	21	36	25	15	22	±5
USAR	27	±3	52	15	20	39	25	10	19	±6
USNR	26	±3	50	13	19	42	24	13	18	±7
USMCR	31	±5	55	9	10	32	18	6	16	±8
ANG	18	±3	47	7	17	28	26	10	14	±9
USAFR	19	±3	63	15	25	41	31	13	18	±8
Enlisted	25	±2	52	14	20	37	25	13	19	±3
E1 – E4	26	±3	51	15	20	32	22	13	22	±5
E5 – E9	24	±2	52	13	20	41	27	13	17	±4
Officers	22	±2	58	9	17	36	24	9	20	±4
O1 – O3	25	±3	57	11	18	36	24	10	22	±6
O4 – O6	19	±2	60	8	18	36	26	8	19	±6
Male	25	±2	54	13	19	37	24	12	20	±3
Female	22	±3	48	14	23	33	31	13	15	±6
AGR/FTS/AR	28	±4	46	7	18	36	28	10	12	±8
Other Selected Reserve	24	±2	53	14	20	37	25	13	20	±3
Reserve Unit	24	±2	53	14	20	37	25	13	20	±3
Military Technician	22	±4	54	22	26	45	30	16	22	±11
IMA	18	±4	65	13	18	44	25	12	19	±13
Not Activated Past 12 Months	23	±2	52	14	20	36	24	12	19	±4
Activated Past 12 Months	25	±3	56	16	22	40	30	15	25	±7
Not Deployed Past 12 Months	23	±2	52	14	20	35	24	12	20	±4
Deployed Past 12 Months	27	±3	55	12	19	41	26	12	19	±6
Deployed OIF/OEF	27	±3	55	11	20	39	26	13	19	±7
WHITE	22	±2	52	11	17	33	22	9	17	±4
ARNG	24	±3	53	11	17	33	22	9	18	±6
USAR	26	±4	53	13	18	35	21	6	17	±9
USNR	21	±5	50	11	15	45	24	15	16	±12
USMCR	29	±6	54	7	6	32	18	4	16	±12
ANG	16	±4	45	6	15	22	24	10	10	±12
USAFR	15	±4	65	18	28	36	33	13	15	±14
Enlisted	23	±2	51	12	17	33	23	9	16	±5
E1 – E4	24	±3	49	11	15	29	18	8	20	±7
E5 – E9	22	±3	53	12	19	37	26	11	13	±6
Officers	20	±2	60	8	14	32	20	6	19	±5
BLACK	30	±2	49	15	21	42	31	17	19	±4
ARNG	30	±4	48	16	22	41	31	20	22	±8
USAR	30	±4	51	16	20	45	32	14	18	±8
USNR	33	±4	42	17	25	39	29	17	16	±6
USMCR	32	±8	58	6	12	55	24	14	17	±14
ANG	29	±3	46	15	24	37	36	14	18	±6
USAFR	27	±3	49	11	20	39	30	14	22	±6
Enlisted	30	±3	49	16	21	42	30	17	19	±5
E1 – E4	29	±4	49	17	21	37	29	19	23	±9
E5 – E9	30	±3	49	15	20	45	31	15	17	±5
Officers	31	±3	45	12	25	42	36	15	21	±6

Note. Percent responding are Reserve component members who answered the question, who experienced racial/ethnic-related behaviors (Q53/Q54), and who did not report the situation to any of the National Guard/Reserve/DoD/DHS individuals or organizations (Q68).



74. Continued	Percent Responding		Percentages							Max ME
			a	b	c	d	e	f	g	
HISPANIC	29	±3	56	19	26	41	29	19	25	±6
ARNG	29	±6	57	26	32	43	38	32	33	±12
USAR	26	±5	53	20	27	38	28	16	23	±12
USNR	33	±7	52	9	16	38	13	6	21	±13
USMCR	35	±8	61	12	18	24	19	10	10	±14
ANG	25	±7	54	8	23	53	22	7	24	±15
USAFR	29	±8	68	NR	16	NR	29	10	16	±17
Enlisted	28	±3	55	20	26	40	29	20	26	±7
E1 – E4	29	±5	59	24	33	31	29	21	26	±11
E5 – E9	28	±4	53	16	20	48	28	19	26	±9
Officers	33	±5	64	15	23	47	31	15	22	±8
AIAN	22	±8	NR	NR	NR	NR	16	NR	NR	±8
ARNG	25	±13	NR	NR	NR	NR	15	NR	NR	±12
USAR	15	±9	38	6	10	28	14	9	24	±16
USNR	22	±12	NR	10	16	NR	22	14	18	±14
ANG	11	±8	57	8	19	37	21	9	11	±12
USAFR	25	±11	NR	6	19	NR	36	12	21	±17
Enlisted	21	±8	NR	NR	NR	NR	14	NR	NR	±8
Officers	34	±12	NR	NR	22	NR	28	11	NR	±18
ASIAN	34	±5	66	17	31	44	28	17	30	±8
ARNG	34	±10	73	18	31	45	29	21	30	±17
USAR	33	±7	60	18	31	38	34	22	40	±12
USNR	37	±9	65	18	NR	42	NR	13	28	±16
USMCR	43	±14	NR	NR	21	NR	21	12	27	±16
ANG	26	±4	63	7	26	37	29	12	28	±9
USAFR	33	±15	NR	6	NR	NR	12	6	12	±10
Enlisted	35	±5	67	18	32	44	29	18	31	±9
Officers	30	±5	60	10	22	45	24	10	23	±11
NHPI	24	±7	42	13	24	35	22	16	25	±13
ARNG	16	±13	NR	NR	NR	NR	NR	NR	NR	
USAR	30	±6	53	15	32	49	34	25	40	±10
USNR	59	±31	NR	NR	NR	NR	NR	NR	NR	
ANG	21	±11	NR	NR	NR	NR	NR	NR	NR	
USAFR	24	±9	NR	5	NR	NR	18	7	NR	±15
Enlisted	24	±8	42	13	23	35	22	17	27	±14
Officers	21	±9	38	NR	NR	34	28	8	11	±17
TWO OR MORE RACES	29	±8	NR	12	24	44	24	16	33	±18
ARNG	30	±14	NR	NR	NR	NR	NR	NR	NR	
USAR	37	±21	NR	4	6	NR	9	3	NR	±11
USNR	25	±9	66	18	26	40	33	23	22	±15
USMCR	33	±31	NR	NR	NR	NR	NR	NR	NR	
ANG	14	±7	72	4	11	NR	24	6	NR	±18
USAFR	30	±16	NR	NR	NR	NR	NR	NR	NR	
Enlisted	29	±9	NR	NR	NR	NR	22	NR	NR	±17
Officers	28	±10	NR	NR	NR	NR	NR	NR	NR	
USCGR	24	±4	59	8	18	36	25	12	19	±8
White	22	±4	57	7	14	35	21	8	16	±10
Black	33	±14	NR	NR	NR	NR	NR	NR	NR	
Hispanic	35	±10	NR	NR	NR	NR	NR	21	NR	±17
Other Race/Ethnicity	29	±8	69	7	19	NR	18	6	11	±18
Enlisted	24	±4	59	8	19	36	25	12	19	±9
E1 – E4	26	±7	64	10	21	36	29	13	27	±15
E5 – E9	23	±4	54	7	16	35	21	11	12	±11
Officers	24	±6	60	7	16	39	26	13	18	±15

NR: Not reportable

**74. What were your reasons for not reporting the situation to any of the National Guard/Reserve/DoD/DHS individuals or organizations? {Subitems h-m}**

h. You thought you would be labeled a troublemaker.

i. You thought it would make your work situation unpleasant.

j. You thought your performance evaluation or chance for promotion would suffer.

k. You were afraid of retaliation/reprisals from the person(s) who did it or from their friends.

l. You were afraid of retaliation/reprisals from your chain-of-command.

m. You did not know the identity of the person(s) who did it.

	Percent Responding		Percentages						Max ME
			h	i	j	k	l	m	
TOTAL DOD	24	±2	21	25	15	15	13	13	±3
ARNG	25	±2	22	26	16	17	14	13	±4
USAR	27	±3	19	26	14	15	13	11	±5
USNR	26	±3	20	24	16	14	15	18	±6
USMCR	31	±5	11	16	7	7	7	9	±7
ANG	18	±3	22	25	17	14	13	13	±8
USAFR	19	±3	26	27	21	19	16	17	±8
Enlisted	25	±2	21	26	15	16	14	13	±3
E1 – E4	26	±3	20	25	14	15	11	11	±5
E5 – E9	24	±2	22	26	16	16	16	14	±4
Officers	22	±2	20	24	17	14	12	12	±4
O1 – O3	25	±3	21	27	16	14	13	12	±6
O4 – O6	19	±2	19	22	18	13	12	12	±6
Male	25	±2	20	24	15	14	13	14	±3
Female	22	±3	25	31	16	21	15	9	±6
AGR/FTS/AR	28	±4	22	25	17	16	18	13	±7
Other Selected Reserve	24	±2	21	25	15	15	13	13	±3
Reserve Unit	24	±2	21	25	15	15	13	13	±3
Military Technician	22	±4	28	30	19	19	21	15	±11
IMA	18	±4	20	23	17	13	14	11	±10
Not Activated Past 12 Months	23	±2	21	25	16	16	13	13	±3
Activated Past 12 Months	25	±3	23	29	18	18	18	9	±7
Not Deployed Past 12 Months	23	±2	21	24	15	15	13	13	±3
Deployed Past 12 Months	27	±3	22	28	17	16	14	14	±5
Deployed OIF/OEF	27	±3	22	28	17	16	15	13	±6
WHITE	22	±2	17	21	12	13	11	12	±4
ARNG	24	±3	17	21	11	13	10	11	±6
USAR	26	±4	15	23	11	15	11	10	±8
USNR	21	±5	17	23	12	13	15	21	±12
USMCR	29	±6	8	12	1	3	3	9	±11
ANG	16	±4	20	23	16	13	12	13	±12
USAFR	15	±4	28	25	22	19	18	20	±14
Enlisted	23	±2	17	21	11	13	11	13	±4
E1 – E4	24	±3	15	19	8	11	7	11	±6
E5 – E9	22	±3	19	23	14	14	14	14	±6
Officers	20	±2	16	21	14	12	10	11	±5
BLACK	30	±2	23	29	20	15	16	14	±4
ARNG	30	±4	24	30	23	16	17	15	±8
USAR	30	±4	22	30	17	15	14	14	±8
USNR	33	±4	22	25	20	15	14	13	±5
USMCR	32	±8	16	18	19	9	13	5	±11
ANG	29	±3	26	28	19	16	16	14	±5
USAFR	27	±3	25	29	19	17	19	15	±5
Enlisted	30	±3	23	29	19	15	15	14	±5
E1 – E4	29	±4	25	32	21	14	14	14	±8
E5 – E9	30	±3	21	27	18	16	16	15	±5
Officers	31	±3	27	31	25	17	18	14	±5

Note. Percent responding are Reserve component members who answered the question, who experienced racial/ethnic-related behaviors (Q53/Q54), and who did not report the situation to any of the National Guard/Reserve/DoD/DHS individuals or organizations (Q68).

74. Continued	Percent Responding		Percentages						Max ME
			h	i	j	k	l	m	
HISPANIC	29	±3	30	31	22	22	19	14	±6
ARNG	29	±6	39	40	29	31	25	22	±12
USAR	26	±5	27	29	19	17	18	8	±10
USNR	33	±7	16	19	12	14	11	13	±8
USMCR	35	±8	21	26	19	19	17	5	±17
ANG	25	±7	29	32	17	12	12	10	±14
USAFR	29	±8	21	22	15	15	12	11	±10
Enlisted	28	±3	30	32	22	22	19	14	±7
E1 – E4	29	±5	34	36	25	26	20	10	±11
E5 – E9	28	±4	27	29	19	19	19	17	±8
Officers	33	±5	28	27	20	15	15	14	±7
AIAN	22	±8	NR	NR	NR	NR	NR	12	±7
ARNG	25	±13	NR	NR	NR	NR	NR	12	±11
USAR	15	±9	15	20	15	13	11	8	±10
USNR	22	±12	24	22	19	14	18	NR	±14
ANG	11	±8	17	18	16	11	13	20	±10
USAFR	25	±11	18	25	17	11	13	22	±17
Enlisted	21	±8	NR	NR	NR	NR	NR	11	±7
Officers	34	±12	NR	28	25	22	16	NR	±17
ASIAN	34	±5	28	36	24	21	19	16	±8
ARNG	34	±10	26	37	23	25	18	15	±15
USAR	33	±7	33	33	22	24	20	16	±9
USNR	37	±9	NR	NR	NR	21	NR	20	±14
USMCR	43	±14	16	25	18	15	15	NR	±16
ANG	26	±4	29	34	25	24	24	13	±8
USAFR	33	±15	10	NR	10	8	8	11	±9
Enlisted	35	±5	29	38	25	23	20	16	±9
Officers	30	±5	21	24	19	15	15	16	±9
NHPI	24	±7	22	27	20	20	15	17	±10
ARNG	16	±13	NR	NR	NR	NR	NR	NR	
USAR	30	±6	33	36	27	26	17	16	±10
USNR	59	±31	NR	NR	NR	NR	NR	NR	
ANG	21	±11	NR	NR	NR	NR	NR	NR	
USAFR	24	±9	15	NR	8	10	12	4	±12
Enlisted	24	±8	22	28	21	22	15	18	±11
Officers	21	±9	16	11	4	6	11	NR	±16
TWO OR MORE RACES	29	±8	28	35	22	19	13	7	±17
ARNG	30	±14	NR	NR	NR	NR	NR	3	±7
USAR	37	±21	5	NR	5	4	4	2	±8
USNR	25	±9	21	26	16	14	15	14	±14
USMCR	33	±31	NR	NR	NR	NR	NR	NR	
ANG	14	±7	22	35	NR	9	9	8	±17
USAFR	30	±16	NR	NR	NR	NR	NR	NR	
Enlisted	29	±9	NR	NR	19	18	NR	7	±18
Officers	28	±10	NR	NR	NR	NR	NR	11	±15
USCGR	24	±4	24	28	12	14	10	8	±8
White	22	±4	19	21	8	12	8	8	±10
Black	33	±14	NR	NR	NR	NR	NR	NR	
Hispanic	35	±10	NR	NR	NR	NR	12	NR	±16
Other Race/Ethnicity	29	±8	19	24	10	8	5	10	±14
Enlisted	24	±4	25	29	12	15	10	7	±9
E1 – E4	26	±7	31	37	13	18	10	4	±15
E5 – E9	23	±4	19	22	11	12	11	10	±10
Officers	24	±6	20	22	12	10	9	12	±13

NR: Not reportable

75. How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around where you live...

a. Made unwelcome attempts to draw you into an offensive discussion of racial/ethnic matters?

1. Never  
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL DOD	92	±1	88	8	4	1	±1	1.2	±0.1	
ARNG	91	±2	87	8	4	1	±2	1.2	±0.1	
USAR	91	±2	88	8	4	1	±2	1.2	±0.1	
USNR	95	±2	87	8	4	1	±3	1.2	±0.1	
USMCR	91	±3	84	11	4	1	±4	1.2	±0.1	
ANG	94	±2	93	5	2	0	±3	1.1	±0.1	
USAFR	93	±2	90	6	3	1	±3	1.1	±0.1	
Enlisted	91	±1	88	7	4	1	±2	1.2	±0.1	
E1 – E4	91	±2	87	8	4	1	±2	1.2	±0.1	
E5 – E9	91	±2	89	7	3	1	±2	1.1	±0.1	
Officers	95	±1	88	8	3	1	±2	1.2	±0.1	
O1 – O3	94	±2	88	8	3	1	±2	1.2	±0.1	
O4 – O6	96	±1	88	9	2	1	±2	1.1	±0.1	
Male	92	±1	88	8	4	1	±2	1.2	±0.1	
Female	92	±2	89	7	3	1	±2	1.2	±0.1	
AGR/FTS/AR	91	±3	90	6	3	1	±3	1.1	±0.1	
Other Selected Reserve	92	±1	88	8	4	1	±1	1.2	±0.1	
Reserve Unit	92	±1	88	8	4	1	±1	1.2	±0.1	
Military Technician	94	±2	91	7	2	0	±4	1.1	±0.1	
IMA	94	±3	87	9	3	0	±4	1.2	±0.1	
Not Activated Past 12 Months	93	±1	88	8	3	1	±2	1.2	±0.1	
Activated Past 12 Months	91	±2	89	7	4	1	±3	1.2	±0.1	
Not Deployed Past 12 Months	92	±1	88	8	3	1	±2	1.2	±0.1	
Deployed Past 12 Months	90	±2	89	6	4	1	±2	1.2	±0.1	
Deployed OIF/OEF	90	±2	88	7	4	1	±3	1.2	±0.1	
WHITE	93	±1	90	7	3	1	±2	1.1	±0.1	
ARNG	92	±2	88	7	4	1	±3	1.2	±0.1	
USAR	92	±3	89	7	3	1	±3	1.1	±0.1	
USNR	95	±3	87	8	4	1	±4	1.2	±0.1	
USMCR	92	±4	86	9	4	1	±5	1.2	±0.1	
ANG	95	±3	94	4	1	0	±3	1.1	±0.1	
USAFR	94	±3	93	5	1	1	±4	1.1	±0.1	
Enlisted	92	±2	90	7	3	1	±2	1.1	±0.1	
E1 – E4	92	±2	88	7	4	1	±3	1.2	±0.1	
E5 – E9	92	±2	91	6	2	0	±2	1.1	±0.1	
Officers	96	±1	89	8	3	1	±2	1.1	±0.1	
BLACK	89	±2	86	8	5	2	±2	1.2	±0.1	
ARNG	88	±3	85	10	4	2	±4	1.2	±0.1	
USAR	89	±3	86	7	6	1	±4	1.2	±0.1	
USNR	91	±2	84	9	6	1	±6	1.2	±0.1	
USMCR	83	±8	86	10	3	2	±6	1.2	±0.1	
ANG	90	±2	88	8	3	1	±3	1.2	±0.1	
USAFR	90	±2	88	7	4	1	±2	1.2	±0.1	
Enlisted	89	±2	86	8	5	2	±2	1.2	±0.1	
E1 – E4	88	±3	85	7	6	2	±4	1.2	±0.1	
E5 – E9	89	±2	86	9	4	1	±3	1.2	±0.1	
Officers	92	±2	86	10	3	1	±3	1.2	±0.1	

Note. Percent responding are Reserve component members who answered the question.

75a. Continued	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
HISPANIC	90	±2	85	10	5	1	±3	1.2	±0.1	■
ARNG	87	±5	84	9	6	1	±6	1.2	±0.1	■
USAR	91	±3	87	9	4	1	±4	1.2	±0.1	■
USNR	94	±3	88	7	4	1	±6	1.2	±0.1	■
USMCR	90	±5	78	16	6	0	±9	1.3	±0.2	■
ANG	93	±3	84	12	3	0	±10	1.2	±0.1	■
USAFR	95	±2	80	11	8	0	±11	1.3	±0.2	■
Enlisted	90	±2	84	10	5	1	±3	1.2	±0.1	■
E1 – E4	89	±4	85	10	4	0	±5	1.2	±0.1	■
E5 – E9	91	±3	84	9	6	1	±4	1.2	±0.1	■
Officers	92	±3	87	8	4	1	±3	1.2	±0.1	■
AIAN	86	±9	86	8	5	1	±10	1.2	±0.2	■
ARNG	85	±13	87	10	1	1	±15	1.2	±0.2	■
USAR	93	±9	NR	4	NR	1	±5	NR		
USNR	98	±3	89	5	4	2	±11	1.2	±0.2	■
ANG	61	±35	93	3	3	1	±7	1.1	±0.1	■
USAFR	95	±4	89	6	6	0	±8	1.2	±0.1	■
Enlisted	85	±10	86	8	5	1	±11	1.2	±0.2	■
Officers	96	±3	86	11	2	1	±10	1.2	±0.1	■
ASIAN	92	±3	87	9	3	1	±3	1.2	±0.1	■
ARNG	93	±5	87	9	3	1	±7	1.2	±0.1	■
USAR	90	±3	86	11	3	1	±5	1.2	±0.1	■
USNR	96	±2	89	7	3	1	±4	1.2	±0.1	■
USMCR	92	±4	79	17	3	1	±17	1.3	±0.2	■
ANG	94	±3	90	5	4	1	±3	1.2	±0.1	■
USAFR	88	±12	92	5	2	0	±3	1.1	±0.1	■
Enlisted	92	±3	87	9	3	1	±3	1.2	±0.1	■
Officers	94	±3	89	8	2	0	±4	1.1	±0.1	■
NHPI	93	±3	88	9	3	0	±14	1.2	±0.1	■
ARNG	96	±6	NR	NR	4	NR	±8	1.2	±0.3	■
USAR	90	±4	88	9	2	1	±4	1.2	±0.1	■
USNR	97	±5	NR	NR	NR	NR		1.0	±0.1	
ANG	95	±3	92	5	3	0	±8	1.1	±0.1	■
USAFR	92	±6	95	4	0	1	±8	1.1	±0.1	■
Enlisted	93	±4	87	NR	3	0	±14	1.2	±0.2	■
Officers	95	±4	93	7	0	0	±6	1.1	±0.1	■
TWO OR MORE RACES	94	±4	85	8	7	0	±8	1.2	±0.1	■
ARNG	94	±6	89	5	NR	0	±13	1.2	±0.2	■
USAR	90	±12	NR	NR	NR	0	±0	1.3	±0.3	■
USNR	95	±5	85	8	4	3	±9	1.3	±0.2	■
USMCR	99	±2	88	9	NR	1	±15	1.2	±0.2	■
ANG	96	±3	NR	NR	2	0	±3	1.2	±0.2	■
USAFR	97	±2	NR	5	NR	0	±8	1.2	±0.3	■
Enlisted	94	±4	85	8	7	0	±9	1.2	±0.2	■
Officers	94	±5	87	7	6	0	±10	1.2	±0.2	■
USCGR	95	±2	84	11	4	1	±3	1.2	±0.1	■
White	96	±2	85	11	4	1	±4	1.2	±0.1	■
Black	95	±6	87	13	NR	NR	±14	1.1	±0.1	■
Hispanic	91	±6	76	15	7	3	±12	1.4	±0.2	■
Other Race/Ethnicity	94	±6	90	8	2	1	±7	1.1	±0.1	■
Enlisted	95	±2	85	11	4	1	±4	1.2	±0.1	■
E1 – E4	94	±4	82	12	5	1	±7	1.2	±0.1	■
E5 – E9	96	±2	86	10	3	1	±4	1.2	±0.1	■
Officers	94	±3	84	12	3	1	±6	1.2	±0.1	■

NR: Not reportable

75. How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around where you live...

b. Told stories or jokes which were racist or depicted your race/ethnicity negatively?

1. Never  
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL DOD	92	±1	84	11	4	1	±2	1.2	±0.1	
ARNG	91	±2	84	11	4	1	±2	1.2	±0.1	
USAR	92	±2	83	11	5	1	±3	1.2	±0.1	
USNR	95	±2	81	12	5	1	±3	1.3	±0.1	
USMCR	89	±3	78	15	6	1	±5	1.3	±0.1	
ANG	93	±2	88	9	2	1	±3	1.2	±0.1	
USAFR	93	±2	87	9	3	1	±3	1.2	±0.1	
Enlisted	91	±1	84	11	4	1	±2	1.2	±0.1	
E1 – E4	91	±2	82	11	6	2	±2	1.3	±0.1	
E5 – E9	91	±2	85	11	4	1	±2	1.2	±0.1	
Officers	95	±1	86	11	3	1	±2	1.2	±0.1	
O1 – O3	93	±2	85	11	3	1	±3	1.2	±0.1	
O4 – O6	96	±1	85	11	2	1	±2	1.2	±0.1	
Male	92	±1	84	11	4	1	±2	1.2	±0.1	
Female	92	±2	86	9	4	1	±3	1.2	±0.1	
AGR/FTS/AR	91	±3	86	9	3	1	±3	1.2	±0.1	
Other Selected Reserve	92	±1	84	11	4	1	±2	1.2	±0.1	
Reserve Unit	92	±1	84	11	4	1	±2	1.2	±0.1	
Military Technician	94	±2	90	7	2	1	±4	1.1	±0.1	
IMA	95	±3	82	13	5	1	±5	1.2	±0.1	
Not Activated Past 12 Months	93	±1	84	11	4	1	±2	1.2	±0.1	
Activated Past 12 Months	91	±2	84	11	5	1	±3	1.2	±0.1	
Not Deployed Past 12 Months	92	±1	84	11	4	1	±2	1.2	±0.1	
Deployed Past 12 Months	90	±2	84	10	4	1	±3	1.2	±0.1	
Deployed OIF/OEF	89	±3	84	11	4	1	±3	1.2	±0.1	
WHITE	93	±1	86	10	3	1	±2	1.2	±0.1	
ARNG	92	±2	85	10	3	1	±3	1.2	±0.1	
USAR	93	±3	84	12	3	1	±4	1.2	±0.1	
USNR	96	±3	81	12	5	2	±5	1.3	±0.1	
USMCR	90	±4	82	13	5	0	±6	1.2	±0.1	
ANG	94	±3	90	8	2	1	±4	1.1	±0.1	
USAFR	94	±3	90	7	3	1	±4	1.1	±0.1	
Enlisted	92	±2	85	10	3	1	±2	1.2	±0.1	
E1 – E4	92	±2	84	11	4	2	±3	1.2	±0.1	
E5 – E9	92	±2	87	10	3	0	±3	1.2	±0.1	
Officers	96	±1	86	11	2	1	±2	1.2	±0.1	
BLACK	89	±2	82	11	5	1	±2	1.3	±0.1	
ARNG	89	±3	80	13	6	2	±4	1.3	±0.1	
USAR	89	±3	84	10	5	1	±4	1.2	±0.1	
USNR	91	±2	82	11	6	1	±6	1.3	±0.1	
USMCR	83	±8	72	20	6	2	±10	1.4	±0.2	
ANG	90	±2	85	10	5	1	±3	1.2	±0.1	
USAFR	90	±2	85	10	4	1	±3	1.2	±0.1	
Enlisted	89	±2	82	11	6	1	±3	1.3	±0.1	
E1 – E4	88	±3	81	10	7	2	±4	1.3	±0.1	
E5 – E9	89	±2	83	12	4	1	±3	1.2	±0.1	
Officers	92	±2	83	12	4	1	±3	1.2	±0.1	

Note. Percent responding are Reserve component members who answered the question.

75b. Continued	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
HISPANIC	90	±2	78	13	8	2	±3	1.3	±0.1	■
ARNG	87	±5	79	12	7	2	±6	1.3	±0.1	■
USAR	91	±3	81	10	8	1	±6	1.3	±0.1	■
USNR	93	±3	78	14	7	1	±7	1.3	±0.2	■
USMCR	89	±5	68	18	11	4	±9	1.5	±0.2	■
ANG	90	±6	77	16	7	0	±9	1.3	±0.2	■
USAFR	95	±2	74	17	5	NR	±11	1.4	±0.2	■
Enlisted	89	±3	78	13	8	2	±4	1.3	±0.1	■
E1 – E4	88	±4	76	12	10	2	±6	1.4	±0.1	■
E5 – E9	91	±3	79	13	6	2	±5	1.3	±0.1	■
Officers	91	±3	81	12	5	2	±4	1.3	±0.1	■
AIAN	86	±9	87	6	6	1	±7	1.2	±0.1	■
ARNG	85	±13	90	6	3	1	±6	1.1	±0.1	■
USAR	93	±9	NR	5	NR	1	±5	1.3	±0.4	■
USNR	97	±3	90	5	4	2	±9	1.2	±0.2	■
ANG	61	±35	90	6	2	1	±9	1.1	±0.1	■
USAFR	94	±4	85	10	5	0	±9	1.2	±0.1	■
Enlisted	85	±10	88	5	6	1	±8	1.2	±0.2	■
Officers	95	±3	80	13	6	1	±11	1.3	±0.2	■
ASIAN	92	±3	80	12	6	1	±4	1.3	±0.1	■
ARNG	92	±5	76	13	10	1	±12	1.4	±0.2	■
USAR	90	±3	80	15	4	1	±5	1.3	±0.1	■
USNR	96	±2	84	11	5	1	±5	1.2	±0.1	■
USMCR	91	±5	75	20	3	2	±16	1.3	±0.2	■
ANG	93	±3	85	8	6	1	±4	1.2	±0.1	■
USAFR	88	±12	88	8	3	1	±5	1.2	±0.1	■
Enlisted	91	±3	79	13	7	1	±5	1.3	±0.1	■
Officers	94	±3	85	12	3	0	±4	1.2	±0.1	■
NHPI	93	±3	78	18	3	1	±16	1.3	±0.2	■
ARNG	96	±6	NR	NR	3	NR	±8	1.3	±0.3	■
USAR	90	±4	86	9	3	2	±4	1.2	±0.1	■
USNR	98	±5	NR	NR	NR	NR		1.1	±0.1	■
ANG	95	±3	NR	NR	3	0	±5	1.2	±0.2	■
USAFR	92	±6	89	10	1	1	±10	1.1	±0.1	■
Enlisted	93	±4	79	18	3	1	±18	1.3	±0.2	■
Officers	95	±4	NR	NR	0	0	±2	1.2	±0.2	■
TWO OR MORE RACES	94	±4	79	11	9	1	±9	1.3	±0.2	■
ARNG	94	±6	90	2	NR	2	±12	1.2	±0.2	■
USAR	90	±12	NR	NR	NR	1	±5	1.6	±0.4	■
USNR	95	±5	81	10	5	4	±9	1.3	±0.2	■
USMCR	99	±2	NR	NR	NR	NR		NR		■
ANG	96	±3	NR	NR	3	0	±3	1.2	±0.2	■
USAFR	97	±3	NR	NR	NR	0	±0	1.4	±0.3	■
Enlisted	94	±4	78	11	10	1	±10	1.3	±0.2	■
Officers	94	±5	87	11	2	0	±8	1.1	±0.1	■
USCGR	95	±2	80	12	7	1	±4	1.3	±0.1	■
White	96	±2	81	12	6	1	±4	1.3	±0.1	■
Black	93	±8	88	4	5	NR	±14	1.2	±0.3	■
Hispanic	91	±6	68	17	14	1	±12	1.5	±0.2	■
Other Race/Ethnicity	94	±6	82	12	4	2	±9	1.3	±0.1	■
Enlisted	95	±2	79	12	7	1	±4	1.3	±0.1	■
E1 – E4	94	±4	78	11	10	1	±7	1.3	±0.2	■
E5 – E9	96	±2	81	13	5	1	±5	1.3	±0.1	■
Officers	94	±3	85	11	3	1	±5	1.2	±0.1	■

NR: Not reportable

75. How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around where you live...

c. Were condescending to you because of your race/ethnicity?

1. Never  
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL DOD	91	±1	92	5	3	1	±1	1.1	±0.1	
ARNG	90	±2	92	5	3	1	±2	1.1	±0.1	
USAR	91	±2	91	6	3	1	±2	1.1	±0.1	
USNR	94	±2	91	5	3	1	±2	1.1	±0.1	
USMCR	90	±3	90	6	4	1	±4	1.2	±0.1	
ANG	93	±2	94	3	2	1	±2	1.1	±0.1	
USAFR	93	±2	92	6	2	1	±3	1.1	±0.1	
Enlisted	91	±1	91	5	3	1	±1	1.1	±0.1	
E1 – E4	91	±2	91	5	3	1	±2	1.1	±0.1	
E5 – E9	90	±2	91	5	2	1	±2	1.1	±0.1	
Officers	95	±1	94	4	2	1	±1	1.1	±0.1	
O1 – O3	93	±2	93	4	2	1	±2	1.1	±0.1	
O4 – O6	96	±1	94	4	1	1	±2	1.1	±0.1	
Male	91	±1	92	5	3	1	±1	1.1	±0.1	
Female	91	±2	92	5	2	1	±2	1.1	±0.1	
AGR/FTS/AR	90	±3	93	4	2	1	±2	1.1	±0.1	
Other Selected Reserve	91	±1	92	5	3	1	±1	1.1	±0.1	
Reserve Unit	91	±1	92	5	3	1	±1	1.1	±0.1	
Military Technician	93	±3	94	5	2	0	±3	1.1	±0.1	
IMA	95	±3	93	5	2	0	±3	1.1	±0.1	
Not Activated Past 12 Months	92	±1	92	5	3	1	±1	1.1	±0.1	
Activated Past 12 Months	90	±2	92	5	2	1	±2	1.1	±0.1	
Not Deployed Past 12 Months	92	±1	92	5	2	1	±1	1.1	±0.1	
Deployed Past 12 Months	90	±2	91	5	3	1	±2	1.1	±0.1	
Deployed OIF/OEF	89	±2	91	5	3	1	±2	1.1	±0.1	
WHITE	92	±1	95	3	1	1	±1	1.1	±0.1	
ARNG	91	±2	94	3	2	1	±2	1.1	±0.1	
USAR	92	±3	94	4	1	0	±3	1.1	±0.1	
USNR	95	±3	95	2	1	2	±3	1.1	±0.1	
USMCR	91	±4	94	4	2	0	±5	1.1	±0.1	
ANG	94	±3	96	2	1	1	±3	1.1	±0.1	
USAFR	93	±3	97	2	1	1	±3	1.1	±0.1	
Enlisted	92	±2	95	3	2	1	±2	1.1	±0.1	
E1 – E4	92	±2	94	3	2	1	±2	1.1	±0.1	
E5 – E9	91	±2	95	3	1	1	±2	1.1	±0.1	
Officers	96	±1	96	2	1	1	±1	1.1	±0.1	
BLACK	89	±2	84	9	6	1	±2	1.2	±0.1	
ARNG	88	±3	83	9	7	1	±4	1.3	±0.1	
USAR	88	±3	84	9	6	1	±4	1.2	±0.1	
USNR	90	±2	84	8	7	2	±6	1.3	±0.1	
USMCR	82	±8	85	8	4	2	±6	1.2	±0.1	
ANG	90	±2	84	9	5	1	±3	1.2	±0.1	
USAFR	89	±2	84	9	5	1	±3	1.2	±0.1	
Enlisted	88	±2	84	9	6	1	±2	1.2	±0.1	
E1 – E4	88	±3	85	7	6	1	±4	1.2	±0.1	
E5 – E9	88	±2	83	10	6	1	±3	1.3	±0.1	
Officers	92	±2	83	10	6	1	±3	1.2	±0.1	

Note. Percent responding are Reserve component members who answered the question.



75c. Continued	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
HISPANIC	89	±2	85	9	5	1	±3	1.2	±0.1	■
ARNG	85	±5	85	8	6	1	±6	1.2	±0.1	■
USAR	91	±3	88	8	3	1	±4	1.2	±0.1	■
USNR	94	±3	82	11	5	1	±7	1.3	±0.1	■
USMCR	88	±5	82	13	4	1	±9	1.2	±0.1	■
ANG	90	±6	86	8	5	1	±10	1.2	±0.2	■
USAFR	94	±2	82	16	2	0	±11	1.2	±0.1	■
Enlisted	89	±3	85	10	5	1	±3	1.2	±0.1	■
E1 – E4	87	±4	85	9	5	1	±5	1.2	±0.1	■
E5 – E9	90	±3	84	10	5	1	±4	1.2	±0.1	■
Officers	91	±3	88	8	4	1	±3	1.2	±0.1	■
AIAN	85	±9	92	3	3	1	±7	1.1	±0.1	■
ARNG	85	±13	95	3	1	1	±3	1.1	±0.1	■
USAR	93	±9	NR	4	NR	1	±5	1.3	±0.4	■
USNR	97	±3	90	5	3	1	±11	1.2	±0.2	■
ANG	61	±35	95	2	2	1	±6	1.1	±0.1	■
USAFR	95	±4	90	6	4	0	±7	1.1	±0.1	■
Enlisted	84	±10	92	3	4	1	±9	1.1	±0.1	■
Officers	95	±3	90	7	2	1	±8	1.1	±0.1	■
ASIAN	91	±3	85	10	5	1	±4	1.2	±0.1	■
ARNG	92	±5	85	11	3	1	±7	1.2	±0.1	■
USAR	90	±3	86	9	4	1	±5	1.2	±0.1	■
USNR	95	±2	87	9	3	1	±7	1.2	±0.1	■
USMCR	91	±5	73	6	NR	2	±18	1.5	±0.4	■
ANG	92	±3	89	6	4	1	±3	1.2	±0.1	■
USAFR	87	±12	82	NR	2	1	±17	1.2	±0.2	■
Enlisted	91	±3	84	10	5	1	±4	1.2	±0.1	■
Officers	94	±3	86	10	4	0	±4	1.2	±0.1	■
NHPI	93	±3	93	4	2	0	±3	1.1	±0.1	■
ARNG	96	±6	95	2	3	NR	±8	1.1	±0.1	■
USAR	89	±4	89	7	2	2	±4	1.2	±0.1	■
USNR	96	±7	NR	NR	NR	NR		1.0	±0.0	■
ANG	95	±3	92	6	2	0	±8	1.1	±0.1	■
USAFR	91	±6	95	5	0	0	±8	1.1	±0.1	■
Enlisted	93	±4	94	4	2	1	±4	1.1	±0.1	■
Officers	95	±4	92	6	2	0	±6	1.1	±0.1	■
TWO OR MORE RACES	92	±5	86	10	3	1	±8	1.2	±0.1	■
ARNG	90	±9	94	3	2	2	±8	1.1	±0.2	■
USAR	90	±12	NR	NR	3	0	±5	1.3	±0.3	■
USNR	95	±5	87	4	7	3	±8	1.3	±0.2	■
USMCR	99	±2	NR	NR	NR	1	±6	NR		■
ANG	96	±3	92	5	2	1	±6	1.1	±0.1	■
USAFR	97	±3	NR	NR	7	0	±14	1.4	±0.3	■
Enlisted	92	±6	85	11	3	1	±9	1.2	±0.1	■
Officers	94	±5	92	5	3	0	±6	1.1	±0.1	■
USCGR	95	±2	93	4	3	1	±3	1.1	±0.1	■
White	96	±2	95	3	2	0	±3	1.1	±0.1	■
Black	95	±6	88	7	5	NR	±13	1.2	±0.2	■
Hispanic	89	±7	79	7	12	1	±12	1.4	±0.2	■
Other Race/Ethnicity	94	±6	91	7	1	1	±5	1.1	±0.1	■
Enlisted	95	±2	92	3	4	1	±3	1.1	±0.1	■
E1 – E4	94	±4	91	3	5	1	±6	1.2	±0.1	■
E5 – E9	96	±2	93	4	2	1	±3	1.1	±0.1	■
Officers	95	±3	94	4	2	0	±4	1.1	±0.1	■

NR: Not reportable

75. How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around where you live...

d. Put up or distributed materials (for example, pictures, leaflets, symbols, graffiti, music, stories) which were racist or showed your race/ethnicity negatively?

1. Never  
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Frequency of Behaviors	
			1	2	3	4			
TOTAL DOD	91	±1	95	3	1	1	±1	1.1	±0.1
ARNG	90	±2	95	3	1	0	±2	1.1	±0.1
USAR	91	±2	95	3	1	1	±2	1.1	±0.1
USNR	94	±2	94	4	1	1	±2	1.1	±0.1
USMCR	90	±3	93	4	3	0	±3	1.1	±0.1
ANG	93	±2	97	2	1	0	±2	1.0	±0.1
USAFR	93	±2	96	3	1	1	±2	1.1	±0.1
Enlisted	91	±1	95	3	1	0	±1	1.1	±0.1
E1 – E4	91	±2	95	3	2	1	±2	1.1	±0.1
E5 – E9	91	±2	95	3	1	0	±1	1.1	±0.1
Officers	95	±1	96	3	1	1	±1	1.1	±0.1
O1 – O3	93	±2	96	2	1	1	±1	1.1	±0.1
O4 – O6	96	±1	96	3	1	1	±2	1.1	±0.1
Male	91	±1	95	3	1	1	±1	1.1	±0.1
Female	91	±2	96	3	1	1	±2	1.1	±0.1
AGR/FTS/AR	91	±3	94	3	1	1	±3	1.1	±0.1
Other Selected Reserve	92	±1	95	3	1	0	±1	1.1	±0.1
Reserve Unit	91	±1	95	3	1	0	±1	1.1	±0.1
Military Technician	93	±3	95	4	1	0	±3	1.1	±0.1
IMA	94	±3	95	3	2	0	±4	1.1	±0.1
Not Activated Past 12 Months	92	±1	95	3	1	1	±1	1.1	±0.1
Activated Past 12 Months	91	±2	96	2	1	0	±2	1.1	±0.1
Not Deployed Past 12 Months	92	±1	95	3	1	1	±1	1.1	±0.1
Deployed Past 12 Months	90	±2	94	4	1	0	±2	1.1	±0.1
Deployed OIF/OEF	89	±3	95	3	2	1	±2	1.1	±0.1
WHITE	92	±1	96	2	1	0	±1	1.1	±0.1
ARNG	91	±2	96	3	1	0	±2	1.1	±0.1
USAR	92	±3	96	3	1	1	±2	1.1	±0.1
USNR	95	±3	95	3	1	1	±3	1.1	±0.1
USMCR	91	±4	95	2	2	1	±4	1.1	±0.1
ANG	94	±3	98	1	1	0	±2	1.0	±0.1
USAFR	94	±3	97	1	1	1	±3	1.1	±0.1
Enlisted	92	±2	96	2	1	0	±1	1.1	±0.1
E1 – E4	92	±2	96	2	1	0	±2	1.1	±0.1
E5 – E9	91	±2	96	2	1	0	±2	1.1	±0.1
Officers	95	±1	96	2	1	1	±1	1.1	±0.1
BLACK	89	±2	92	5	3	1	±2	1.1	±0.1
ARNG	89	±3	90	6	3	1	±3	1.2	±0.1
USAR	88	±3	92	4	3	1	±3	1.1	±0.1
USNR	90	±2	93	4	2	1	±2	1.1	±0.1
USMCR	82	±8	93	6	1	1	±5	1.1	±0.1
ANG	90	±2	93	4	2	1	±2	1.1	±0.1
USAFR	89	±2	93	4	2	1	±2	1.1	±0.1
Enlisted	88	±2	91	5	3	1	±2	1.1	±0.1
E1 – E4	88	±3	92	3	4	1	±3	1.1	±0.1
E5 – E9	88	±2	91	6	2	1	±2	1.1	±0.1
Officers	92	±2	93	5	2	1	±2	1.1	±0.1

Note. Percent responding are Reserve component members who answered the question.

75d. Continued	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
HISPANIC	90	±2	92	6	2	1	±2	1.1	±0.1	
ARNG	87	±5	92	6	1	1	±4	1.1	±0.1	
USAR	91	±3	91	5	3	1	±5	1.1	±0.1	
USNR	94	±3	93	5	1	1	±3	1.1	±0.1	
USMCR	89	±5	89	9	3	0	±9	1.1	±0.1	
ANG	93	±3	91	8	1	0	±12	1.1	±0.1	
USAFR	94	±2	94	5	1	0	±9	1.1	±0.1	
Enlisted	90	±2	92	6	2	0	±3	1.1	±0.1	
E1 – E4	88	±4	91	7	2	0	±4	1.1	±0.1	
E5 – E9	91	±3	92	5	2	1	±3	1.1	±0.1	
Officers	92	±3	94	3	1	1	±3	1.1	±0.1	
AIAN	86	±9	96	2	1	0	±3	1.1	±0.1	
ARNG	85	±13	96	3	1	0	±5	1.1	±0.1	
USAR	93	±9	98	1	1	1	±3	1.0	±0.1	
USNR	97	±3	92	3	3	2	±9	1.1	±0.2	
ANG	60	±35	98	2	0	0	±4	1.0	±0.1	
USAFR	94	±4	93	5	2	0	±7	1.1	±0.1	
Enlisted	85	±10	97	2	1	0	±3	1.1	±0.1	
Officers	96	±3	92	5	2	1	±8	1.1	±0.1	
ASIAN	91	±3	92	5	2	1	±3	1.1	±0.1	
ARNG	92	±5	92	5	2	1	±8	1.1	±0.1	
USAR	90	±3	93	5	1	0	±4	1.1	±0.1	
USNR	95	±2	94	3	2	1	±3	1.1	±0.1	
USMCR	91	±5	NR	NR	NR	1	±4	1.3	±0.3	
ANG	93	±3	93	4	2	1	±3	1.1	±0.1	
USAFR	88	±12	96	3	1	0	±2	1.1	±0.1	
Enlisted	91	±3	92	5	2	1	±4	1.1	±0.1	
Officers	94	±3	94	4	1	0	±4	1.1	±0.1	
NHPI	93	±3	96	2	1	0	±3	1.1	±0.1	
ARNG	96	±6	97	1	2	NR	±9	1.1	±0.1	
USAR	90	±4	95	3	1	1	±3	1.1	±0.1	
USNR	96	±7	NR	NR	NR	NR		1.0	±0.0	
ANG	95	±3	96	3	0	0	±5	1.0	±0.1	
USAFR	92	±6	97	NR	0	0	±9	1.0	±0.1	
Enlisted	93	±4	96	2	1	0	±4	1.1	±0.1	
Officers	94	±4	98	2	0	NR	±4	1.0	±0.1	
TWO OR MORE RACES	94	±4	94	4	1	1	±5	1.1	±0.1	
ARNG	93	±6	96	2	0	NR	±6	1.1	±0.1	
USAR	90	±12	98	1	1	0	±5	1.0	±0.1	
USNR	95	±5	89	3	5	3	±8	1.2	±0.2	
USMCR	99	±2	NR	NR	3	NR	±9	1.1	±0.2	
ANG	96	±3	97	2	1	1	±3	1.1	±0.1	
USAFR	97	±2	NR	NR	0	1	±3	1.2	±0.2	
Enlisted	94	±4	93	4	1	1	±6	1.1	±0.1	
Officers	93	±5	96	4	0	0	±8	1.0	±0.1	
USCGR	95	±2	94	4	2	0	±3	1.1	±0.1	
White	96	±2	93	4	2	0	±3	1.1	±0.1	
Black	95	±6	NR	NR	NR	NR		1.0	±0.0	
Hispanic	91	±6	92	3	5	NR	±11	1.1	±0.2	
Other Race/Ethnicity	94	±6	96	2	1	1	±3	1.1	±0.1	
Enlisted	95	±2	93	4	2	0	±3	1.1	±0.1	
E1 – E4	94	±4	91	5	3	1	±6	1.1	±0.1	
E5 – E9	96	±2	95	3	1	0	±3	1.1	±0.1	
Officers	94	±3	95	3	1	1	±4	1.1	±0.1	

NR: Not reportable

75. How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around where you live...

e. Displayed tattoos or wore distinctive clothes which were racist?

1. Never  
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Frequency of Behaviors	
			1	2	3	4			
TOTAL DOD	91	±1	93	4	2	1	±1	1.1	±0.1
ARNG	90	±2	93	5	2	1	±2	1.1	±0.1
USAR	91	±2	94	4	2	1	±2	1.1	±0.1
USNR	94	±2	92	5	2	1	±2	1.1	±0.1
USMCR	90	±3	93	3	3	0	±3	1.1	±0.1
ANG	93	±2	95	4	1	1	±2	1.1	±0.1
USAFR	93	±2	94	4	1	1	±2	1.1	±0.1
Enlisted	91	±1	93	4	2	1	±1	1.1	±0.1
E1 – E4	91	±2	93	4	2	1	±2	1.1	±0.1
E5 – E9	90	±2	94	4	2	1	±2	1.1	±0.1
Officers	94	±1	93	4	2	1	±1	1.1	±0.1
O1 – O3	93	±2	94	3	2	1	±2	1.1	±0.1
O4 – O6	96	±1	93	4	2	1	±2	1.1	±0.1
Male	91	±1	93	4	2	1	±1	1.1	±0.1
Female	91	±2	94	4	1	1	±2	1.1	±0.1
AGR/FTS/AR	89	±3	94	3	2	1	±2	1.1	±0.1
Other Selected Reserve	91	±1	93	4	2	1	±1	1.1	±0.1
Reserve Unit	91	±1	93	4	2	1	±1	1.1	±0.1
Military Technician	94	±2	94	4	1	0	±3	1.1	±0.1
IMA	95	±3	91	5	2	1	±4	1.1	±0.1
Not Activated Past 12 Months	92	±1	93	4	2	1	±1	1.1	±0.1
Activated Past 12 Months	91	±2	94	4	2	1	±2	1.1	±0.1
Not Deployed Past 12 Months	92	±1	93	4	2	1	±1	1.1	±0.1
Deployed Past 12 Months	90	±2	94	4	2	0	±2	1.1	±0.1
Deployed OIF/OEF	89	±3	94	4	2	1	±2	1.1	±0.1
WHITE	92	±2	94	4	2	1	±1	1.1	±0.1
ARNG	91	±2	93	4	2	0	±2	1.1	±0.1
USAR	93	±3	94	3	2	1	±3	1.1	±0.1
USNR	95	±3	92	4	2	1	±3	1.1	±0.1
USMCR	91	±4	95	2	2	1	±4	1.1	±0.1
ANG	94	±3	95	3	1	1	±3	1.1	±0.1
USAFR	94	±3	95	3	1	1	±3	1.1	±0.1
Enlisted	91	±2	94	4	2	1	±2	1.1	±0.1
E1 – E4	91	±2	93	4	2	1	±2	1.1	±0.1
E5 – E9	91	±2	95	3	1	0	±2	1.1	±0.1
Officers	95	±1	93	4	2	1	±2	1.1	±0.1
BLACK	88	±2	91	5	3	1	±2	1.1	±0.1
ARNG	88	±3	88	7	4	1	±4	1.2	±0.1
USAR	88	±3	92	4	3	1	±3	1.1	±0.1
USNR	90	±2	91	6	3	1	±2	1.1	±0.1
USMCR	82	±8	88	7	4	1	±6	1.2	±0.1
ANG	90	±2	92	5	2	1	±2	1.1	±0.1
USAFR	89	±2	92	4	3	1	±2	1.1	±0.1
Enlisted	88	±2	90	5	3	1	±2	1.1	±0.1
E1 – E4	87	±3	92	4	3	1	±3	1.1	±0.1
E5 – E9	88	±2	90	6	4	1	±3	1.2	±0.1
Officers	91	±2	92	5	3	1	±2	1.1	±0.1

Note. Percent responding are Reserve component members who answered the question.

75e. Continued	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
HISPANIC	89	±2	93	5	2	1	±2	1.1	±0.1	
ARNG	86	±5	93	5	1	1	±5	1.1	±0.1	
USAR	90	±4	94	4	2	1	±3	1.1	±0.1	
USNR	93	±3	93	6	1	1	±3	1.1	±0.1	
USMCR	89	±5	87	10	3	0	±9	1.2	±0.1	
ANG	92	±3	93	5	2	0	±8	1.1	±0.1	
USAFR	94	±2	93	6	1	0	±8	1.1	±0.1	
Enlisted	89	±3	93	5	2	1	±3	1.1	±0.1	
E1 – E4	88	±4	93	6	1	0	±4	1.1	±0.1	
E5 – E9	90	±3	92	5	2	1	±3	1.1	±0.1	
Officers	91	±3	94	2	3	1	±2	1.1	±0.1	
AIAN	85	±9	92	7	1	0	±10	1.1	±0.1	
ARNG	85	±13	93	6	1	0	±13	1.1	±0.1	
USAR	93	±9	98	1	0	0	±2	1.0	±0.1	
USNR	97	±3	95	3	1	1	±7	1.1	±0.1	
ANG	60	±35	NR	NR	1	0	±2	NR		
USAFR	95	±4	90	7	2	1	±8	1.1	±0.1	
Enlisted	84	±10	92	7	1	0	±11	1.1	±0.1	
Officers	95	±3	91	6	2	1	±12	1.1	±0.1	
ASIAN	91	±3	93	5	2	0	±5	1.1	±0.1	
ARNG	92	±5	93	4	2	1	±9	1.1	±0.1	
USAR	90	±3	91	8	1	0	±14	1.1	±0.1	
USNR	95	±2	96	2	2	0	±3	1.1	±0.1	
USMCR	91	±5	96	1	3	0	±5	1.1	±0.1	
ANG	92	±3	94	2	2	1	±3	1.1	±0.1	
USAFR	88	±12	NR	NR	1	0	±1	1.1	±0.2	
Enlisted	91	±3	92	6	2	1	±6	1.1	±0.1	
Officers	93	±3	96	3	1	0	±1	1.1	±0.1	
NHPI	93	±3	96	2	2	0	±3	1.1	±0.1	
ARNG	96	±6	97	1	2	NR	±9	1.1	±0.1	
USAR	89	±4	95	2	2	1	±3	1.1	±0.1	
USNR	91	±10	NR	NR	NR	NR		1.0	±0.0	
ANG	95	±3	93	4	2	0	±8	1.1	±0.1	
USAFR	91	±6	97	NR	0	0	±10	1.0	±0.1	
Enlisted	93	±4	96	2	2	0	±3	1.1	±0.1	
Officers	93	±5	97	2	0	NR	±4	1.0	±0.1	
TWO OR MORE RACES	94	±4	92	5	2	2	±8	1.1	±0.1	
ARNG	93	±6	91	4	1	NR	±13	1.2	±0.3	
USAR	90	±12	NR	NR	1	0	±6	1.1	±0.1	
USNR	94	±5	87	6	4	2	±8	1.2	±0.2	
USMCR	99	±2	NR	NR	3	1	±6	1.2	±0.2	
ANG	96	±3	96	2	1	0	±4	1.1	±0.1	
USAFR	96	±3	92	6	3	0	±10	1.1	±0.1	
Enlisted	94	±4	92	4	1	2	±9	1.1	±0.2	
Officers	93	±5	92	5	NR	0	±9	1.1	±0.1	
USCGR	94	±2	93	4	3	0	±3	1.1	±0.1	
White	95	±2	93	4	3	0	±3	1.1	±0.1	
Black	95	±6	NR	NR	NR	NR		1.0	±0.1	
Hispanic	89	±7	92	5	NR	NR	±11	1.1	±0.2	
Other Race/Ethnicity	94	±6	95	2	3	0	±4	1.1	±0.1	
Enlisted	94	±2	93	4	3	0	±3	1.1	±0.1	
E1 – E4	94	±4	92	3	5	0	±6	1.1	±0.1	
E5 – E9	95	±3	94	4	1	0	±3	1.1	±0.1	
Officers	94	±3	94	2	3	1	±4	1.1	±0.1	

NR: Not reportable

75. How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around where you live...

f. Did not include you in social activities because of your race/ethnicity?

1. Never  
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL DOD	92	±1	95	3	2	1	±1	1.1	±0.1	
ARNG	91	±2	95	3	2	0	±2	1.1	±0.1	
USAR	91	±2	94	4	2	1	±2	1.1	±0.1	
USNR	95	±2	95	2	1	1	±2	1.1	±0.1	
USMCR	90	±3	94	4	2	0	±3	1.1	±0.1	
ANG	94	±2	97	2	1	1	±2	1.1	±0.1	
USAFR	93	±2	96	3	1	0	±2	1.1	±0.1	
Enlisted	91	±1	95	3	2	1	±1	1.1	±0.1	
E1 – E4	91	±2	95	3	2	1	±2	1.1	±0.1	
E5 – E9	91	±2	95	3	1	1	±1	1.1	±0.1	
Officers	95	±1	96	2	1	1	±1	1.1	±0.1	
O1 – O3	93	±2	95	3	2	1	±2	1.1	±0.1	
O4 – O6	96	±1	96	2	1	1	±1	1.1	±0.1	
Male	92	±1	95	3	2	1	±1	1.1	±0.1	
Female	91	±2	96	2	1	0	±2	1.1	±0.1	
AGR/FTS/AR	91	±3	95	2	2	1	±2	1.1	±0.1	
Other Selected Reserve	92	±1	95	3	2	1	±1	1.1	±0.1	
Reserve Unit	92	±1	95	3	2	1	±1	1.1	±0.1	
Military Technician	94	±2	96	3	1	0	±3	1.0	±0.1	
IMA	95	±3	94	4	2	0	±3	1.1	±0.1	
Not Activated Past 12 Months	93	±1	95	3	2	1	±1	1.1	±0.1	
Activated Past 12 Months	91	±2	95	3	2	1	±2	1.1	±0.1	
Not Deployed Past 12 Months	92	±1	95	3	1	1	±1	1.1	±0.1	
Deployed Past 12 Months	90	±2	94	3	2	1	±2	1.1	±0.1	
Deployed OIF/OEF	89	±3	95	3	2	1	±2	1.1	±0.1	
WHITE	93	±1	97	2	1	0	±1	1.1	±0.1	
ARNG	92	±2	97	2	2	0	±2	1.1	±0.1	
USAR	93	±3	95	3	1	0	±3	1.1	±0.1	
USNR	96	±2	97	1	0	1	±3	1.1	±0.1	
USMCR	91	±4	95	2	2	1	±4	1.1	±0.1	
ANG	95	±2	98	1	0	1	±3	1.0	±0.1	
USAFR	94	±3	97	2	0	0	±3	1.0	±0.1	
Enlisted	92	±2	96	2	1	0	±1	1.1	±0.1	
E1 – E4	92	±2	96	2	2	0	±2	1.1	±0.1	
E5 – E9	92	±2	97	1	1	0	±2	1.1	±0.1	
Officers	95	±1	97	2	1	1	±1	1.1	±0.1	
BLACK	89	±2	90	6	3	1	±2	1.2	±0.1	
ARNG	88	±3	87	7	4	1	±4	1.2	±0.1	
USAR	88	±3	92	5	2	2	±3	1.1	±0.1	
USNR	91	±2	91	4	4	1	±3	1.2	±0.1	
USMCR	83	±8	89	8	2	1	±6	1.1	±0.1	
ANG	90	±2	90	7	3	1	±2	1.1	±0.1	
USAFR	90	±2	91	5	3	1	±2	1.1	±0.1	
Enlisted	88	±2	90	6	3	1	±2	1.2	±0.1	
E1 – E4	88	±3	91	3	4	2	±3	1.2	±0.1	
E5 – E9	88	±2	89	7	3	1	±3	1.2	±0.1	
Officers	92	±2	89	6	4	1	±2	1.2	±0.1	

Note. Percent responding are Reserve component members who answered the question.

75f. Continued	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
HISPANIC	89	±2	93	5	2	1	±2	1.1	±0.1	
ARNG	85	±5	92	6	1	1	±5	1.1	±0.1	
USAR	90	±3	92	5	2	1	±4	1.1	±0.1	
USNR	93	±3	94	4	2	1	±3	1.1	±0.1	
USMCR	89	±5	92	7	1	0	±8	1.1	±0.1	
ANG	92	±3	97	3	1	0	±2	1.0	±0.1	
USAFR	95	±2	96	3	1	0	±2	1.0	±0.1	
Enlisted	89	±3	93	5	2	0	±3	1.1	±0.1	
E1 – E4	88	±4	93	5	2	0	±4	1.1	±0.1	
E5 – E9	90	±3	93	6	1	1	±3	1.1	±0.1	
Officers	92	±3	94	3	3	1	±3	1.1	±0.1	
AIAN	86	±9	96	2	1	0	±3	1.1	±0.1	
ARNG	85	±13	95	3	2	0	±5	1.1	±0.1	
USAR	93	±9	97	2	1	0	±3	1.0	±0.1	
USNR	97	±3	96	2	1	2	±6	1.1	±0.1	
ANG	60	±35	99	1	0	0	±3	1.0	±0.1	
USAFR	95	±4	93	4	3	0	±6	1.1	±0.1	
Enlisted	84	±10	96	2	1	0	±3	1.1	±0.1	
Officers	96	±3	92	3	5	1	±10	1.1	±0.2	
ASIAN	92	±3	93	4	3	1	±2	1.1	±0.1	
ARNG	92	±5	93	5	2	0	±3	1.1	±0.1	
USAR	90	±3	92	5	2	1	±3	1.1	±0.1	
USNR	95	±2	94	3	2	1	±3	1.1	±0.1	
USMCR	91	±5	NR	5	NR	0	±5	1.2	±0.3	
ANG	93	±3	93	4	2	1	±3	1.1	±0.1	
USAFR	88	±12	95	3	1	1	±3	1.1	±0.1	
Enlisted	91	±3	93	4	3	1	±2	1.1	±0.1	
Officers	94	±3	93	5	1	0	±3	1.1	±0.1	
NHPI	92	±4	96	2	2	0	±3	1.1	±0.1	
ARNG	94	±7	96	1	3	0	±8	1.1	±0.1	
USAR	90	±4	95	3	1	1	±3	1.1	±0.1	
USNR	94	±7	NR	NR	NR	NR		1.0	±0.1	
ANG	95	±3	97	2	1	0	±7	1.0	±0.1	
USAFR	92	±6	94	6	0	0	±10	1.1	±0.1	
Enlisted	93	±4	96	2	2	1	±3	1.1	±0.1	
Officers	87	±12	96	3	1	NR	±6	1.0	±0.1	
TWO OR MORE RACES	94	±4	90	7	2	0	±7	1.1	±0.1	
ARNG	94	±6	97	3	1	0	±5	1.0	±0.1	
USAR	90	±12	NR	NR	NR	0	±2	1.3	±0.3	
USNR	95	±5	91	2	6	2	±7	1.2	±0.2	
USMCR	99	±2	92	7	NR	NR	±14	1.1	±0.2	
ANG	96	±3	96	3	0	1	±6	1.1	±0.1	
USAFR	97	±2	NR	NR	0	1	±2	1.2	±0.2	
Enlisted	94	±4	90	7	3	0	±8	1.1	±0.1	
Officers	94	±5	94	4	2	1	±7	1.1	±0.1	
USCGR	95	±2	95	2	2	1	±3	1.1	±0.1	
White	96	±2	96	2	2	0	±3	1.1	±0.1	
Black	95	±6	93	4	NR	NR	±13	1.1	±0.2	
Hispanic	91	±6	89	6	5	NR	±11	1.2	±0.2	
Other Race/Ethnicity	94	±6	94	1	2	NR	±7	1.1	±0.2	
Enlisted	95	±2	95	2	3	1	±3	1.1	±0.1	
E1 – E4	94	±4	93	2	4	1	±6	1.1	±0.1	
E5 – E9	96	±2	97	2	1	0	±3	1.0	±0.1	
Officers	95	±3	96	2	1	1	±4	1.1	±0.1	

NR: Not reportable

75. How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around where you live...

g. Made you feel uncomfortable by hostile looks or stares because of your race/ethnicity?

1. Never  
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Frequency of Behaviors	
			1	2	3	4			
TOTAL DOD	91	±1	92	5	2	1	±1	1.1	±0.1
ARNG	90	±2	93	4	3	1	±2	1.1	±0.1
USAR	91	±2	91	6	2	1	±2	1.1	±0.1
USNR	95	±2	92	5	2	1	±2	1.1	±0.1
USMCR	90	±3	91	6	2	1	±3	1.1	±0.1
ANG	93	±2	94	4	2	1	±2	1.1	±0.1
USAFR	93	±2	93	5	2	1	±2	1.1	±0.1
Enlisted	91	±1	92	5	2	1	±1	1.1	±0.1
E1 – E4	91	±2	91	5	3	1	±2	1.1	±0.1
E5 – E9	91	±2	93	4	2	1	±1	1.1	±0.1
Officers	95	±1	94	4	2	1	±1	1.1	±0.1
O1 – O3	93	±2	93	4	2	1	±2	1.1	±0.1
O4 – O6	96	±1	94	4	1	1	±2	1.1	±0.1
Male	92	±1	93	4	2	1	±1	1.1	±0.1
Female	91	±2	92	5	2	1	±2	1.1	±0.1
AGR/FTS/AR	90	±3	92	4	2	2	±2	1.1	±0.1
Other Selected Reserve	92	±1	92	5	2	1	±1	1.1	±0.1
Reserve Unit	91	±1	92	5	2	1	±1	1.1	±0.1
Military Technician	94	±2	94	4	1	0	±3	1.1	±0.1
IMA	95	±3	93	5	2	0	±3	1.1	±0.1
Not Activated Past 12 Months	92	±1	93	5	2	1	±1	1.1	±0.1
Activated Past 12 Months	91	±2	93	4	2	1	±2	1.1	±0.1
Not Deployed Past 12 Months	92	±1	92	5	2	1	±1	1.1	±0.1
Deployed Past 12 Months	90	±2	92	4	3	1	±2	1.1	±0.1
Deployed OIF/OEF	89	±3	93	4	3	1	±2	1.1	±0.1
WHITE	92	±1	95	3	1	1	±1	1.1	±0.1
ARNG	91	±2	95	2	2	1	±2	1.1	±0.1
USAR	93	±3	94	4	1	1	±3	1.1	±0.1
USNR	96	±2	94	4	2	1	±3	1.1	±0.1
USMCR	91	±4	95	3	2	1	±4	1.1	±0.1
ANG	94	±3	96	3	1	0	±3	1.1	±0.1
USAFR	93	±3	96	3	1	0	±3	1.1	±0.1
Enlisted	92	±2	95	3	1	1	±2	1.1	±0.1
E1 – E4	92	±2	94	3	2	1	±2	1.1	±0.1
E5 – E9	92	±2	96	3	1	1	±2	1.1	±0.1
Officers	95	±1	95	3	1	1	±1	1.1	±0.1
BLACK	89	±2	86	9	4	2	±2	1.2	±0.1
ARNG	89	±3	84	10	5	1	±4	1.2	±0.1
USAR	88	±3	87	8	3	2	±4	1.2	±0.1
USNR	91	±2	87	8	4	1	±3	1.2	±0.1
USMCR	82	±8	83	12	2	2	±7	1.2	±0.1
ANG	90	±2	86	9	4	1	±3	1.2	±0.1
USAFR	90	±2	86	8	5	2	±3	1.2	±0.1
Enlisted	88	±2	86	8	4	2	±2	1.2	±0.1
E1 – E4	88	±3	85	8	5	2	±4	1.2	±0.1
E5 – E9	88	±2	86	9	4	1	±3	1.2	±0.1
Officers	92	±2	85	10	4	1	±3	1.2	±0.1

Note. Percent responding are Reserve component members who answered the question.



75g. Continued	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
HISPANIC	89	±2	88	8	3	1	±3	1.2	±0.1	■
ARNG	86	±5	89	6	4	1	±5	1.2	±0.1	■
USAR	90	±3	88	8	3	1	±5	1.2	±0.1	■
USNR	93	±3	91	6	2	1	±4	1.1	±0.1	■
USMCR	89	±5	81	16	2	0	±9	1.2	±0.1	■
ANG	93	±3	88	10	2	0	±11	1.2	±0.1	■
USAFR	94	±2	91	6	NR	0	±7	1.1	±0.1	■
Enlisted	89	±3	88	8	3	1	±3	1.2	±0.1	■
E1 – E4	88	±4	87	8	3	1	±5	1.2	±0.1	■
E5 – E9	90	±3	89	7	3	1	±4	1.2	±0.1	■
Officers	92	±3	90	6	2	1	±3	1.1	±0.1	■
AIAN	86	±9	94	3	2	1	±3	1.1	±0.1	■
ARNG	85	±13	94	3	2	1	±5	1.1	±0.1	■
USAR	93	±9	95	4	1	0	±5	1.1	±0.1	■
USNR	97	±3	90	3	5	2	±11	1.2	±0.2	■
ANG	60	±35	96	3	1	0	±5	1.1	±0.1	■
USAFR	95	±4	92	6	2	1	±7	1.1	±0.1	■
Enlisted	85	±10	94	3	2	1	±3	1.1	±0.1	■
Officers	95	±3	92	6	1	1	±8	1.1	±0.1	■
ASIAN	92	±3	86	10	3	1	±4	1.2	±0.1	■
ARNG	92	±5	87	9	2	1	±7	1.2	±0.1	■
USAR	90	±3	83	13	3	2	±11	1.2	±0.1	■
USNR	95	±2	88	7	5	0	±9	1.2	±0.2	■
USMCR	92	±4	89	8	2	1	±6	1.1	±0.1	■
ANG	93	±3	91	5	3	1	±3	1.1	±0.1	■
USAFR	88	±12	84	NR	2	1	±18	1.2	±0.2	■
Enlisted	91	±3	85	10	3	1	±5	1.2	±0.1	■
Officers	94	±3	90	7	3	0	±3	1.1	±0.1	■
NHPI	93	±3	94	4	2	0	±3	1.1	±0.1	■
ARNG	96	±6	95	1	3	NR	±8	1.1	±0.1	■
USAR	89	±4	91	7	2	1	±4	1.1	±0.1	■
USNR	94	±7	99	NR	1	NR	±4	1.0	±0.1	■
ANG	95	±3	94	4	2	0	±7	1.1	±0.1	■
USAFR	92	±6	92	7	0	1	±9	1.1	±0.1	■
Enlisted	93	±4	94	3	3	0	±4	1.1	±0.1	■
Officers	95	±4	93	6	1	NR	±6	1.1	±0.1	■
TWO OR MORE RACES	94	±4	88	6	6	0	±7	1.2	±0.1	■
ARNG	94	±6	91	2	NR	0	±13	1.2	±0.2	■
USAR	90	±12	NR	8	NR	0	±13	1.3	±0.3	■
USNR	94	±5	86	5	6	2	±8	1.2	±0.2	■
USMCR	99	±2	NR	NR	3	1	±7	1.2	±0.2	■
ANG	96	±3	94	4	2	1	±6	1.1	±0.1	■
USAFR	97	±3	NR	NR	3	0	±3	1.2	±0.2	■
Enlisted	94	±4	87	6	7	0	±8	1.2	±0.2	■
Officers	93	±5	91	8	1	0	±9	1.1	±0.1	■
USCGR	95	±2	92	4	3	1	±3	1.1	±0.1	■
White	96	±2	93	3	3	1	±3	1.1	±0.1	■
Black	93	±7	95	5	NR	NR	±11	1.0	±0.1	■
Hispanic	91	±6	84	8	6	3	±11	1.3	±0.2	■
Other Race/Ethnicity	94	±6	91	3	5	1	±7	1.2	±0.1	■
Enlisted	95	±2	92	4	3	1	±3	1.1	±0.1	■
E1 – E4	94	±4	89	4	5	1	±6	1.2	±0.1	■
E5 – E9	96	±2	94	4	2	0	±3	1.1	±0.1	■
Officers	94	±3	95	2	2	1	±4	1.1	±0.1	■

NR: Not reportable

75. How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around where you live...

h. Made offensive remarks about your appearance (for example, about skin color) because of your race/ethnicity?

1. Never  
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Frequency of Behaviors	
			1	2	3	4			
TOTAL DOD	92	±1	95	3	1	0	±1	1.1	±0.1
ARNG	91	±2	94	3	2	0	±2	1.1	±0.1
USAR	91	±2	94	3	1	1	±2	1.1	±0.1
USNR	95	±2	94	3	2	1	±2	1.1	±0.1
USMCR	90	±3	94	4	2	1	±3	1.1	±0.1
ANG	93	±2	97	2	1	0	±2	1.1	±0.1
USAFR	93	±2	97	2	0	0	±2	1.0	±0.1
Enlisted	91	±1	95	3	2	0	±1	1.1	±0.1
E1 – E4	91	±2	94	3	2	1	±2	1.1	±0.1
E5 – E9	91	±2	95	3	1	0	±1	1.1	±0.1
Officers	95	±1	97	2	1	1	±1	1.0	±0.1
O1 – O3	93	±2	96	2	1	1	±1	1.1	±0.1
O4 – O6	96	±1	97	2	1	0	±1	1.0	±0.1
Male	92	±1	95	3	2	1	±1	1.1	±0.1
Female	91	±2	95	3	1	0	±2	1.1	±0.1
AGR/FTS/AR	91	±2	96	2	2	1	±2	1.1	±0.1
Other Selected Reserve	92	±1	95	3	1	0	±1	1.1	±0.1
Reserve Unit	92	±1	95	3	1	0	±1	1.1	±0.1
Military Technician	94	±2	96	3	1	0	±3	1.0	±0.1
IMA	95	±3	96	3	1	0	±3	1.0	±0.1
Not Activated Past 12 Months	92	±1	95	3	1	1	±1	1.1	±0.1
Activated Past 12 Months	91	±2	96	3	1	0	±2	1.1	±0.1
Not Deployed Past 12 Months	92	±1	95	3	1	1	±1	1.1	±0.1
Deployed Past 12 Months	90	±2	95	3	2	0	±2	1.1	±0.1
Deployed OIF/OEF	89	±3	95	3	1	0	±2	1.1	±0.1
WHITE	93	±1	97	2	1	0	±1	1.1	±0.1
ARNG	92	±2	96	2	1	0	±2	1.1	±0.1
USAR	93	±3	96	2	1	1	±3	1.1	±0.1
USNR	96	±3	96	2	1	1	±3	1.1	±0.1
USMCR	91	±4	97	2	2	0	±4	1.1	±0.1
ANG	94	±3	98	1	1	0	±3	1.0	±0.1
USAFR	94	±3	99	1	0	0	±3	1.0	±0.1
Enlisted	92	±2	96	2	1	0	±1	1.1	±0.1
E1 – E4	92	±2	96	2	2	0	±2	1.1	±0.1
E5 – E9	92	±2	97	2	1	0	±2	1.1	±0.1
Officers	95	±1	98	1	1	1	±1	1.0	±0.1
BLACK	88	±2	91	5	3	1	±2	1.1	±0.1
ARNG	88	±3	89	6	4	1	±4	1.2	±0.1
USAR	88	±3	92	4	2	1	±3	1.1	±0.1
USNR	90	±2	92	5	3	1	±2	1.1	±0.1
USMCR	83	±8	90	7	2	1	±6	1.1	±0.1
ANG	89	±3	93	4	2	1	±2	1.1	±0.1
USAFR	89	±2	93	4	2	1	±2	1.1	±0.1
Enlisted	88	±2	91	5	3	1	±2	1.1	±0.1
E1 – E4	88	±3	90	4	4	2	±4	1.2	±0.1
E5 – E9	88	±2	91	6	3	0	±2	1.1	±0.1
Officers	92	±2	94	4	2	0	±2	1.1	±0.1

Note. Percent responding are Reserve component members who answered the question.

75h. Continued	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
HISPANIC	89	±2	91	6	2	1	±3	1.1	±0.1	
ARNG	86	±5	91	6	3	0	±5	1.1	±0.1	
USAR	90	±3	92	6	1	1	±4	1.1	±0.1	
USNR	93	±3	91	5	3	1	±6	1.1	±0.1	
USMCR	89	±5	89	10	1	0	±8	1.1	±0.1	
ANG	92	±3	91	8	1	0	±12	1.1	±0.1	
USAFR	95	±2	97	3	0	0	±2	1.0	±0.1	
Enlisted	89	±3	91	7	2	1	±3	1.1	±0.1	
E1 – E4	88	±4	91	7	1	1	±4	1.1	±0.1	
E5 – E9	90	±3	91	6	2	0	±4	1.1	±0.1	
Officers	92	±3	95	3	2	1	±2	1.1	±0.1	
AIAN	83	±10	95	3	1	1	±3	1.1	±0.1	
ARNG	80	±14	94	3	2	1	±5	1.1	±0.1	
USAR	93	±9	96	3	1	0	±4	1.1	±0.1	
USNR	97	±3	93	3	3	1	±8	1.1	±0.2	
ANG	60	±35	98	1	0	0	±3	1.0	±0.1	
USAFR	95	±4	96	3	0	1	±5	1.1	±0.1	
Enlisted	82	±11	95	3	1	1	±3	1.1	±0.1	
Officers	93	±6	96	3	1	1	±4	1.1	±0.1	
ASIAN	92	±3	91	6	2	1	±3	1.1	±0.1	
ARNG	92	±5	90	7	2	1	±8	1.1	±0.1	
USAR	90	±3	90	6	2	1	±4	1.1	±0.1	
USNR	95	±2	91	6	3	0	±8	1.1	±0.1	
USMCR	92	±4	85	4	3	NR	±17	1.3	±0.4	
ANG	93	±3	93	3	2	2	±3	1.1	±0.1	
USAFR	88	±12	94	4	1	1	±3	1.1	±0.1	
Enlisted	91	±3	90	6	3	1	±4	1.2	±0.1	
Officers	94	±3	95	3	1	0	±2	1.1	±0.1	
NHPI	93	±3	95	3	2	0	±3	1.1	±0.1	
ARNG	96	±6	95	3	2	NR	±9	1.1	±0.1	
USAR	90	±4	93	4	2	1	±3	1.1	±0.1	
USNR	94	±7	NR	NR	NR	NR		1.0	±0.1	
ANG	95	±3	97	2	1	0	±7	1.0	±0.1	
USAFR	91	±6	95	5	0	0	±10	1.1	±0.1	
Enlisted	93	±4	95	3	2	0	±4	1.1	±0.1	
Officers	93	±4	97	3	0	NR	±5	1.0	±0.1	
TWO OR MORE RACES	94	±4	91	5	4	0	±7	1.1	±0.1	
ARNG	94	±6	NR	2	NR	0	±4	1.1	±0.2	
USAR	90	±12	NR	2	NR	0	±4	1.2	±0.3	
USNR	95	±5	88	6	5	2	±8	1.2	±0.2	
USMCR	99	±2	NR	NR	2	NR	±8	1.1	±0.2	
ANG	96	±3	95	4	1	0	±6	1.1	±0.1	
USAFR	97	±2	NR	NR	0	0	±1	1.2	±0.2	
Enlisted	94	±4	90	5	4	0	±8	1.1	±0.1	
Officers	94	±5	95	5	0	0	±9	1.1	±0.1	
USCGR	95	±2	95	3	1	1	±3	1.1	±0.1	
White	96	±2	96	3	1	1	±3	1.1	±0.1	
Black	93	±7	95	NR	3	NR	±11	1.1	±0.1	
Hispanic	91	±6	88	4	5	3	±12	1.2	±0.2	
Other Race/Ethnicity	94	±6	93	6	2	0	±8	1.1	±0.1	
Enlisted	95	±2	94	4	1	1	±3	1.1	±0.1	
E1 – E4	94	±4	91	5	2	1	±6	1.1	±0.1	
E5 – E9	96	±2	97	3	1	0	±3	1.0	±0.1	
Officers	94	±3	96	2	1	1	±4	1.1	±0.1	

NR: Not reportable

75. How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around where you live...

i. Made remarks suggesting that people of your race/ethnicity are not suited for the kind of work you do?

1. Never  
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Frequency of Behaviors	
			1	2	3	4			
TOTAL DOD	91	±1	95	3	1	1	±1	1.1	±0.1
ARNG	90	±2	95	3	1	1	±2	1.1	±0.1
USAR	91	±2	95	3	1	1	±2	1.1	±0.1
USNR	94	±2	95	2	1	1	±2	1.1	±0.1
USMCR	89	±3	94	4	1	1	±3	1.1	±0.1
ANG	93	±2	98	1	1	0	±2	1.0	±0.1
USAFR	92	±3	97	2	1	1	±1	1.0	±0.1
Enlisted	90	±1	95	3	1	1	±1	1.1	±0.1
E1 – E4	91	±2	94	4	2	1	±2	1.1	±0.1
E5 – E9	90	±2	96	2	1	1	±1	1.1	±0.1
Officers	94	±1	97	2	1	1	±1	1.0	±0.1
O1 – O3	93	±2	96	2	1	1	±1	1.1	±0.1
O4 – O6	96	±1	98	1	1	1	±1	1.0	±0.1
Male	91	±1	95	3	1	1	±1	1.1	±0.1
Female	91	±2	96	2	1	0	±1	1.1	±0.1
AGR/FTS/AR	90	±3	96	1	1	1	±2	1.1	±0.1
Other Selected Reserve	91	±1	95	3	1	1	±1	1.1	±0.1
Reserve Unit	91	±1	95	3	1	1	±1	1.1	±0.1
Military Technician	93	±3	97	2	1	0	±3	1.0	±0.1
IMA	95	±3	97	2	1	0	±3	1.0	±0.1
Not Activated Past 12 Months	92	±1	96	3	1	1	±1	1.1	±0.1
Activated Past 12 Months	90	±2	96	2	1	1	±2	1.1	±0.1
Not Deployed Past 12 Months	92	±1	96	3	1	1	±1	1.1	±0.1
Deployed Past 12 Months	89	±2	95	3	2	1	±2	1.1	±0.1
Deployed OIF/OEF	89	±3	95	3	2	1	±2	1.1	±0.1
WHITE	92	±1	97	1	1	1	±1	1.0	±0.1
ARNG	91	±2	97	1	1	1	±2	1.1	±0.1
USAR	92	±3	97	2	1	0	±2	1.0	±0.1
USNR	95	±3	97	1	1	1	±3	1.1	±0.1
USMCR	90	±4	98	1	1	1	±3	1.0	±0.1
ANG	94	±3	99	0	0	0	±2	1.0	±0.1
USAFR	92	±3	99	0	0	1	±3	1.0	±0.1
Enlisted	91	±2	97	1	1	1	±1	1.0	±0.1
E1 – E4	92	±2	96	2	1	1	±2	1.1	±0.1
E5 – E9	91	±2	98	1	1	0	±1	1.0	±0.1
Officers	95	±1	98	1	1	1	±1	1.0	±0.1
BLACK	88	±2	91	6	2	1	±2	1.1	±0.1
ARNG	87	±3	89	7	3	1	±4	1.2	±0.1
USAR	88	±3	92	5	1	1	±3	1.1	±0.1
USNR	90	±2	90	6	3	1	±3	1.1	±0.1
USMCR	83	±8	87	11	1	1	±12	1.2	±0.1
ANG	89	±2	92	5	2	1	±2	1.1	±0.1
USAFR	89	±2	92	5	2	1	±2	1.1	±0.1
Enlisted	88	±2	91	6	2	1	±2	1.1	±0.1
E1 – E4	88	±3	91	6	2	1	±4	1.1	±0.1
E5 – E9	88	±2	91	6	2	1	±2	1.1	±0.1
Officers	92	±2	91	6	2	1	±2	1.1	±0.1

Note. Percent responding are Reserve component members who answered the question.

75i. Continued	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
HISPANIC	89	±2	90	7	1	1	±3	1.1	±0.1	
ARNG	85	±5	88	9	2	1	±6	1.2	±0.1	
USAR	90	±3	91	7	1	0	±4	1.1	±0.1	
USNR	93	±3	93	4	2	1	±3	1.1	±0.1	
USMCR	87	±6	85	13	1	0	±9	1.2	±0.1	
ANG	93	±3	91	7	1	1	±12	1.1	±0.1	
USAFR	94	±2	95	4	1	1	±3	1.1	±0.1	
Enlisted	88	±3	90	8	1	1	±3	1.1	±0.1	
E1 – E4	87	±4	89	10	1	1	±5	1.1	±0.1	
E5 – E9	90	±3	91	6	2	1	±4	1.1	±0.1	
Officers	92	±3	93	4	2	1	±3	1.1	±0.1	
AIAN	85	±9	95	3	2	1	±3	1.1	±0.1	
ARNG	85	±13	94	3	2	1	±5	1.1	±0.1	
USAR	93	±9	97	2	1	0	±3	1.0	±0.1	
USNR	97	±3	93	NR	1	2	±10	1.1	±0.2	
ANG	60	±35	97	2	1	0	±4	1.0	±0.1	
USAFR	93	±5	95	5	0	0	±6	1.1	±0.1	
Enlisted	84	±10	95	3	1	1	±3	1.1	±0.1	
Officers	93	±6	94	2	4	1	±11	1.1	±0.2	
ASIAN	91	±3	92	4	3	1	±3	1.1	±0.1	
ARNG	92	±5	91	6	3	0	±8	1.1	±0.1	
USAR	88	±5	91	5	3	1	±4	1.1	±0.1	
USNR	95	±2	95	3	2	0	±3	1.1	±0.1	
USMCR	92	±4	NR	4	NR	1	±5	1.2	±0.3	
ANG	93	±3	93	3	3	1	±3	1.1	±0.1	
USAFR	88	±12	96	2	1	0	±2	1.1	±0.1	
Enlisted	90	±3	91	4	3	1	±3	1.1	±0.1	
Officers	94	±3	95	4	1	0	±3	1.1	±0.1	
NHPI	92	±4	96	3	1	0	±2	1.1	±0.1	
ARNG	94	±7	98	2	0	NR	±4	1.0	±0.1	
USAR	90	±4	93	5	1	1	±3	1.1	±0.1	
USNR	94	±7	NR	NR	NR	NR		1.0	±0.0	
ANG	94	±4	96	4	0	0	±6	1.0	±0.1	
USAFR	89	±7	94	5	0	1	±10	1.1	±0.1	
Enlisted	92	±4	96	3	1	1	±3	1.1	±0.1	
Officers	94	±4	96	4	0	NR	±6	1.0	±0.1	
TWO OR MORE RACES	94	±4	93	4	2	0	±6	1.1	±0.1	
ARNG	93	±6	NR	NR	NR	0	±0	1.1	±0.1	
USAR	90	±12	NR	1	NR	0	±2	1.2	±0.3	
USNR	94	±5	92	3	3	2	±7	1.1	±0.2	
USMCR	99	±2	NR	NR	NR	NR		1.1	±0.1	
ANG	96	±3	95	4	1	0	±6	1.1	±0.1	
USAFR	97	±3	97	2	0	0	±4	1.0	±0.1	
Enlisted	94	±4	93	4	3	0	±7	1.1	±0.1	
Officers	93	±5	96	3	0	0	±6	1.0	±0.1	
USCGR	94	±2	96	2	1	1	±2	1.1	±0.1	
White	95	±2	97	1	1	1	±3	1.1	±0.1	
Black	95	±6	96	4	NR	NR	±11	1.0	±0.1	
Hispanic	91	±6	84	11	NR	2	±11	1.2	±0.2	
Other Race/Ethnicity	94	±6	95	3	1	0	±5	1.1	±0.1	
Enlisted	95	±2	96	2	1	1	±3	1.1	±0.1	
E1 – E4	94	±4	93	3	3	1	±5	1.1	±0.1	
E5 – E9	95	±2	98	2	0	0	±2	1.0	±0.1	
Officers	94	±3	96	3	0	0	±4	1.0	±0.1	

NR: Not reportable

75. How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around where you live...

j. Made other offensive remarks about your race/ethnicity (for example, referred to your race/ethnicity with an offensive name)?

1. Never  
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Frequency of Behaviors	
			1	2	3	4			
TOTAL DOD	91	±1	94	4	2	1	±1	1.1	±0.1
ARNG	90	±2	93	4	2	1	±2	1.1	±0.1
USAR	90	±2	93	4	2	1	±2	1.1	±0.1
USNR	94	±2	94	3	2	1	±2	1.1	±0.1
USMCR	89	±3	92	5	3	0	±3	1.1	±0.1
ANG	92	±2	95	3	1	1	±2	1.1	±0.1
USAFR	92	±3	95	4	1	1	±2	1.1	±0.1
Enlisted	90	±1	93	4	2	1	±1	1.1	±0.1
E1 – E4	90	±2	92	4	2	1	±2	1.1	±0.1
E5 – E9	90	±2	94	4	1	1	±1	1.1	±0.1
Officers	94	±1	96	3	1	1	±1	1.1	±0.1
O1 – O3	92	±2	95	3	1	1	±2	1.1	±0.1
O4 – O6	95	±1	96	2	1	1	±1	1.1	±0.1
Male	91	±1	94	4	2	1	±1	1.1	±0.1
Female	90	±2	94	4	1	1	±2	1.1	±0.1
AGR/FTS/AR	90	±3	95	3	2	1	±2	1.1	±0.1
Other Selected Reserve	91	±1	94	4	2	1	±1	1.1	±0.1
Reserve Unit	91	±1	94	4	2	1	±1	1.1	±0.1
Military Technician	93	±3	97	2	1	0	±3	1.0	±0.1
IMA	94	±3	95	4	1	0	±3	1.1	±0.1
Not Activated Past 12 Months	92	±1	94	4	2	1	±1	1.1	±0.1
Activated Past 12 Months	90	±2	95	3	1	1	±2	1.1	±0.1
Not Deployed Past 12 Months	91	±1	94	4	2	1	±1	1.1	±0.1
Deployed Past 12 Months	89	±2	93	4	2	1	±2	1.1	±0.1
Deployed OIF/OEF	88	±3	93	4	2	1	±2	1.1	±0.1
WHITE	92	±2	96	2	1	1	±1	1.1	±0.1
ARNG	91	±2	96	2	1	1	±2	1.1	±0.1
USAR	92	±3	95	4	1	0	±3	1.1	±0.1
USNR	96	±2	96	1	2	1	±3	1.1	±0.1
USMCR	90	±4	96	2	2	0	±4	1.1	±0.1
ANG	93	±3	97	2	1	1	±3	1.1	±0.1
USAFR	92	±3	96	3	0	1	±3	1.1	±0.1
Enlisted	91	±2	95	3	1	1	±2	1.1	±0.1
E1 – E4	92	±2	95	3	2	1	±2	1.1	±0.1
E5 – E9	91	±2	96	3	1	0	±2	1.1	±0.1
Officers	94	±1	97	2	1	1	±1	1.1	±0.1
BLACK	88	±2	90	6	3	1	±2	1.2	±0.1
ARNG	87	±3	87	8	4	1	±4	1.2	±0.1
USAR	87	±3	91	6	2	1	±3	1.1	±0.1
USNR	90	±2	90	6	3	1	±3	1.1	±0.1
USMCR	83	±8	90	6	3	1	±6	1.1	±0.1
ANG	89	±2	92	5	2	1	±2	1.1	±0.1
USAFR	89	±2	92	6	2	1	±2	1.1	±0.1
Enlisted	87	±2	89	7	3	1	±2	1.2	±0.1
E1 – E4	87	±3	88	6	3	2	±4	1.2	±0.1
E5 – E9	87	±2	90	7	3	1	±2	1.1	±0.1
Officers	91	±2	92	6	2	0	±2	1.1	±0.1

Note. Percent responding are Reserve component members who answered the question.

75j. Continued	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
HISPANIC	88	±2	89	8	2	1	±3	1.2	±0.1	
ARNG	85	±5	88	9	2	2	±6	1.2	±0.1	
USAR	89	±3	91	6	2	1	±4	1.1	±0.1	
USNR	93	±3	90	4	4	1	±6	1.2	±0.1	
USMCR	87	±6	82	13	4	0	±9	1.2	±0.1	
ANG	92	±3	88	11	2	0	±11	1.1	±0.1	
USAFR	93	±3	92	7	1	0	±8	1.1	±0.1	
Enlisted	88	±3	88	8	2	1	±3	1.2	±0.1	
E1 – E4	86	±4	87	9	3	1	±5	1.2	±0.1	
E5 – E9	89	±3	89	8	2	1	±4	1.2	±0.1	
Officers	92	±3	93	5	2	1	±3	1.1	±0.1	
AIAN	83	±10	94	3	2	1	±4	1.1	±0.1	
ARNG	80	±14	94	3	2	1	±5	1.1	±0.1	
USAR	92	±9	96	3	0	1	±4	1.1	±0.1	
USNR	96	±4	95	2	2	1	±7	1.1	±0.1	
ANG	60	±34	97	2	1	0	±4	1.0	±0.1	
USAFR	95	±4	93	6	0	1	±6	1.1	±0.1	
Enlisted	82	±11	94	3	2	1	±4	1.1	±0.1	
Officers	92	±6	94	3	1	1	±4	1.1	±0.1	
ASIAN	91	±3	90	6	3	1	±3	1.1	±0.1	
ARNG	91	±5	89	8	2	1	±8	1.1	±0.1	
USAR	90	±3	90	6	3	1	±4	1.2	±0.1	
USNR	93	±5	94	4	2	0	±3	1.1	±0.1	
USMCR	90	±5	84	6	NR	1	±17	1.3	±0.3	
ANG	92	±3	91	5	3	1	±3	1.1	±0.1	
USAFR	87	±12	94	4	2	0	±3	1.1	±0.1	
Enlisted	90	±3	90	6	3	1	±3	1.2	±0.1	
Officers	92	±3	94	5	1	0	±3	1.1	±0.1	
NHPI	91	±4	95	4	1	0	±3	1.1	±0.1	
ARNG	94	±7	96	3	0	NR	±5	1.0	±0.1	
USAR	88	±4	91	5	3	1	±4	1.1	±0.1	
USNR	94	±7	NR	NR	NR	NR		1.0	±0.0	
ANG	93	±5	95	3	2	0	±6	1.1	±0.1	
USAFR	89	±7	94	5	0	0	±10	1.1	±0.1	
Enlisted	91	±4	95	4	1	0	±3	1.1	±0.1	
Officers	94	±4	95	4	1	NR	±6	1.1	±0.1	
TWO OR MORE RACES	94	±4	89	5	5	1	±7	1.2	±0.1	
ARNG	94	±6	91	4	NR	NR	±13	1.2	±0.2	
USAR	90	±12	NR	2	NR	0	±4	1.2	±0.3	
USNR	94	±5	86	6	6	2	±9	1.2	±0.2	
USMCR	99	±2	NR	NR	5	NR	±10	NR		
ANG	95	±3	93	5	1	0	±6	1.1	±0.1	
USAFR	96	±3	NR	4	NR	0	±8	1.2	±0.3	
Enlisted	94	±4	89	4	6	1	±8	1.2	±0.2	
Officers	93	±5	93	7	0	0	±8	1.1	±0.1	
USCGR	94	±2	93	3	3	1	±3	1.1	±0.1	
White	95	±3	95	2	3	1	±3	1.1	±0.1	
Black	95	±6	93	4	NR	NR	±12	1.1	±0.1	
Hispanic	91	±6	80	12	5	3	±11	1.3	±0.2	
Other Race/Ethnicity	94	±6	93	4	2	1	±4	1.1	±0.1	
Enlisted	94	±2	93	3	3	1	±3	1.1	±0.1	
E1 – E4	93	±4	90	3	5	1	±6	1.2	±0.1	
E5 – E9	95	±2	95	4	1	0	±3	1.1	±0.1	
Officers	93	±4	95	3	1	1	±4	1.1	±0.1	

NR: Not reportable

75. How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around where you live...

k. Vandalized your property because of your race/ethnicity?

1. Never  
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL DOD	91	±1	98	1	0	0	±1	1.0	±0.1	
ARNG	90	±2	98	1	0	0	±1	1.0	±0.1	
USAR	91	±2	98	2	0	0	±1	1.0	±0.1	
USNR	94	±2	97	2	0	1	±2	1.1	±0.1	
USMCR	90	±3	97	2	1	0	±3	1.0	±0.1	
ANG	93	±2	99	1	0	0	±2	1.0	±0.1	
USAFR	93	±2	98	1	0	0	±2	1.0	±0.1	
Enlisted	91	±1	98	1	0	0	±1	1.0	±0.1	
E1 – E4	90	±2	97	2	1	0	±1	1.0	±0.1	
E5 – E9	91	±2	98	1	0	0	±1	1.0	±0.1	
Officers	95	±1	98	1	0	0	±1	1.0	±0.1	
O1 – O3	93	±2	98	1	0	1	±1	1.0	±0.1	
O4 – O6	96	±1	99	1	0	0	±1	1.0	±0.1	
Male	91	±1	98	1	0	0	±1	1.0	±0.1	
Female	91	±2	99	1	0	0	±1	1.0	±0.1	
AGR/FTS/AR	91	±3	97	2	0	1	±2	1.0	±0.1	
Other Selected Reserve	91	±1	98	1	0	0	±1	1.0	±0.1	
Reserve Unit	91	±1	98	1	0	0	±1	1.0	±0.1	
Military Technician	93	±3	98	2	0	0	±2	1.0	±0.1	
IMA	94	±3	98	2	0	0	±3	1.0	±0.1	
Not Activated Past 12 Months	92	±1	98	1	0	0	±1	1.0	±0.1	
Activated Past 12 Months	90	±2	98	1	0	0	±1	1.0	±0.1	
Not Deployed Past 12 Months	92	±1	98	1	0	0	±1	1.0	±0.1	
Deployed Past 12 Months	90	±2	98	1	1	1	±1	1.0	±0.1	
Deployed OIF/OEF	89	±3	98	1	0	0	±2	1.0	±0.1	
WHITE	92	±1	98	1	0	0	±1	1.0	±0.1	
ARNG	91	±2	99	1	0	0	±1	1.0	±0.1	
USAR	93	±3	98	1	0	0	±2	1.0	±0.1	
USNR	95	±3	97	2	0	1	±3	1.1	±0.1	
USMCR	91	±4	98	1	0	1	±5	1.0	±0.1	
ANG	94	±3	99	1	0	0	±2	1.0	±0.1	
USAFR	93	±3	99	1	0	0	±3	1.0	±0.1	
Enlisted	92	±2	98	1	0	0	±1	1.0	±0.1	
E1 – E4	91	±2	98	1	1	0	±2	1.0	±0.1	
E5 – E9	92	±2	99	1	0	0	±1	1.0	±0.1	
Officers	95	±1	99	1	0	1	±1	1.0	±0.1	
BLACK	88	±2	97	2	0	0	±1	1.0	±0.1	
ARNG	87	±3	96	3	0	0	±3	1.0	±0.1	
USAR	88	±3	97	2	0	0	±2	1.0	±0.1	
USNR	90	±2	96	2	1	0	±2	1.1	±0.1	
USMCR	83	±8	97	2	0	1	±4	1.0	±0.1	
ANG	90	±2	98	1	0	0	±2	1.0	±0.1	
USAFR	90	±2	97	2	1	0	±2	1.0	±0.1	
Enlisted	87	±2	97	2	1	0	±2	1.0	±0.1	
E1 – E4	86	±3	97	2	1	0	±2	1.0	±0.1	
E5 – E9	88	±2	97	2	0	0	±2	1.0	±0.1	
Officers	92	±2	97	2	0	0	±1	1.0	±0.1	

Note. Percent responding are Reserve component members who answered the question.



75k. Continued	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
HISPANIC	89	±2	97	2	0	0	±2	1.0	±0.1	
ARNG	86	±5	97	2	1	0	±4	1.0	±0.1	
USAR	90	±3	97	2	0	1	±3	1.0	±0.1	
USNR	94	±3	97	1	1	0	±3	1.0	±0.1	
USMCR	89	±5	95	4	1	0	±9	1.1	±0.1	
ANG	92	±3	100	0	0	0	±1	1.0	±0.1	
USAFR	94	±2	99	1	0	0	±1	1.0	±0.1	
Enlisted	89	±3	97	2	0	0	±2	1.0	±0.1	
E1 – E4	87	±4	97	3	0	0	±3	1.0	±0.1	
E5 – E9	90	±3	98	1	1	0	±2	1.0	±0.1	
Officers	92	±3	98	1	1	1	±2	1.0	±0.1	
AIAN	86	±9	98	1	0	0	±3	1.0	±0.1	
ARNG	85	±13	98	2	0	0	±6	1.0	±0.1	
USAR	93	±9	99	1	0	0	±2	1.0	±0.1	
USNR	97	±3	98	0	1	1	±6	1.1	±0.1	
ANG	60	±35	99	1	0	0	±2	1.0	±0.1	
USAFR	95	±4	96	3	1	0	±5	1.0	±0.1	
Enlisted	85	±10	98	1	0	0	±3	1.0	±0.1	
Officers	95	±3	99	0	0	1	±2	1.0	±0.1	
ASIAN	91	±3	95	3	2	0	±2	1.1	±0.1	
ARNG	92	±5	97	1	1	1	±2	1.1	±0.1	
USAR	89	±3	96	3	1	0	±3	1.1	±0.1	
USNR	95	±2	96	3	1	0	±3	1.1	±0.1	
USMCR	91	±5	NR	NR	NR	0	±0	1.3	±0.3	
ANG	93	±3	97	2	1	1	±3	1.1	±0.1	
USAFR	88	±12	97	1	1	0	±2	1.0	±0.1	
Enlisted	91	±3	95	3	2	0	±3	1.1	±0.1	
Officers	94	±3	98	1	1	0	±1	1.0	±0.1	
NHPI	93	±3	97	1	1	0	±3	1.0	±0.1	
ARNG	96	±6	97	1	2	NR	±9	1.1	±0.1	
USAR	88	±4	95	3	1	1	±3	1.1	±0.1	
USNR	96	±7	98	NR	2	NR	±7	1.0	±0.1	
ANG	95	±3	100	0	0	0	±2	1.0	±0.1	
USAFR	91	±6	99	1	0	0	±6	1.0	±0.1	
Enlisted	93	±4	97	1	1	0	±4	1.0	±0.1	
Officers	93	±5	99	1	0	NR	±6	1.0	±0.1	
TWO OR MORE RACES	94	±4	98	1	0	0	±2	1.0	±0.1	
ARNG	93	±6	99	1	0	0	±4	1.0	±0.1	
USAR	90	±12	100	0	0	0	±2	1.0	±0.1	
USNR	95	±5	93	2	4	2	±7	1.1	±0.1	
USMCR	99	±2	NR	NR	NR	NR		1.0	±0.1	
ANG	96	±3	98	1	0	0	±3	1.0	±0.1	
USAFR	97	±2	98	1	1	0	±3	1.0	±0.1	
Enlisted	94	±4	98	1	0	0	±2	1.0	±0.1	
Officers	92	±6	99	1	0	0	±2	1.0	±0.1	
USCGR	95	±2	98	0	1	0	±2	1.0	±0.1	
White	96	±2	98	0	1	0	±2	1.0	±0.1	
Black	95	±6	NR	NR	NR	NR		1.0	±0.0	
Hispanic	91	±6	98	1	1	NR	±6	1.0	±0.1	
Other Race/Ethnicity	94	±6	99	0	1	0	±2	1.0	±0.1	
Enlisted	95	±2	98	0	1	0	±2	1.0	±0.1	
E1 – E4	95	±4	97	0	2	1	±4	1.1	±0.1	
E5 – E9	96	±2	99	0	1	0	±2	1.0	±0.1	
Officers	94	±3	99	1	1	0	±4	1.0	±0.1	

NR: Not reportable

75. How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around where you live...

I. Made you feel threatened with retaliation if you did not go along with things that were racially/ethnically offensive to you?

1. Never  
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Frequency of Behaviors	
			1	2	3	4			
TOTAL DOD	92	±1	98	1	1	0	±1	1.0	±0.1
ARNG	91	±2	98	1	1	0	±1	1.0	±0.1
USAR	92	±2	98	1	1	0	±1	1.0	±0.1
USNR	94	±2	98	1	1	1	±2	1.0	±0.1
USMCR	90	±3	97	3	0	0	±3	1.0	±0.1
ANG	93	±2	98	1	1	1	±2	1.0	±0.1
USAFR	93	±2	99	1	0	0	±2	1.0	±0.1
Enlisted	91	±1	98	1	1	0	±1	1.0	±0.1
E1 – E4	91	±2	97	1	1	0	±1	1.0	±0.1
E5 – E9	91	±2	98	1	1	0	±1	1.0	±0.1
Officers	95	±1	99	0	0	0	±1	1.0	±0.1
O1 – O3	93	±2	98	0	1	1	±1	1.0	±0.1
O4 – O6	96	±1	99	0	0	1	±1	1.0	±0.1
Male	92	±1	98	1	1	0	±1	1.0	±0.1
Female	91	±2	99	0	0	0	±1	1.0	±0.1
AGR/FTS/AR	91	±3	98	1	0	1	±2	1.0	±0.1
Other Selected Reserve	92	±1	98	1	1	0	±1	1.0	±0.1
Reserve Unit	92	±1	98	1	1	0	±1	1.0	±0.1
Military Technician	94	±3	98	2	0	0	±3	1.0	±0.1
IMA	95	±3	98	1	1	0	±4	1.0	±0.1
Not Activated Past 12 Months	93	±1	98	1	1	0	±1	1.0	±0.1
Activated Past 12 Months	91	±2	98	1	1	0	±2	1.0	±0.1
Not Deployed Past 12 Months	92	±1	98	1	1	0	±1	1.0	±0.1
Deployed Past 12 Months	90	±2	97	2	1	1	±2	1.1	±0.1
Deployed OIF/OEF	89	±3	97	2	1	1	±2	1.0	±0.1
WHITE	93	±1	98	1	1	0	±1	1.0	±0.1
ARNG	92	±2	98	1	1	0	±2	1.0	±0.1
USAR	93	±3	98	1	1	0	±2	1.0	±0.1
USNR	95	±3	98	0	1	1	±2	1.0	±0.1
USMCR	91	±4	98	2	0	0	±4	1.0	±0.1
ANG	94	±3	98	1	1	1	±2	1.0	±0.1
USAFR	94	±3	99	0	0	0	±3	1.0	±0.1
Enlisted	92	±2	98	1	1	0	±1	1.0	±0.1
E1 – E4	92	±2	98	1	1	0	±2	1.0	±0.1
E5 – E9	92	±2	98	1	0	0	±1	1.0	±0.1
Officers	95	±1	99	0	0	1	±1	1.0	±0.1
BLACK	89	±2	97	1	1	1	±1	1.1	±0.1
ARNG	88	±3	96	2	1	0	±3	1.1	±0.1
USAR	89	±3	98	1	1	1	±2	1.0	±0.1
USNR	90	±2	97	2	1	1	±2	1.1	±0.1
USMCR	83	±8	97	2	0	1	±4	1.0	±0.1
ANG	90	±2	98	1	1	0	±2	1.0	±0.1
USAFR	90	±2	98	1	1	0	±2	1.0	±0.1
Enlisted	88	±2	97	1	1	1	±2	1.1	±0.1
E1 – E4	88	±3	97	1	2	1	±3	1.1	±0.1
E5 – E9	88	±2	97	2	1	0	±2	1.0	±0.1
Officers	92	±2	98	1	1	0	±1	1.0	±0.1

Note. Percent responding are Reserve component members who answered the question.

75I. Continued	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
HISPANIC	89	±2	96	3	1	0	±2	1.0	±0.1	
ARNG	85	±5	95	3	1	0	±4	1.1	±0.1	
USAR	90	±3	97	2	0	1	±3	1.0	±0.1	
USNR	93	±3	97	2	1	1	±3	1.1	±0.1	
USMCR	88	±5	95	4	1	0	±9	1.1	±0.1	
ANG	93	±3	NR	NR	0	0	±1	1.0	±0.1	
USAFR	94	±2	99	1	0	0	±1	1.0	±0.1	
Enlisted	89	±3	96	3	1	0	±2	1.0	±0.1	
E1 – E4	87	±4	96	3	1	0	±4	1.1	±0.1	
E5 – E9	90	±3	97	2	1	0	±3	1.0	±0.1	
Officers	92	±3	98	0	1	1	±2	1.0	±0.1	
AIAN	86	±9	98	1	0	0	±3	1.0	±0.1	
ARNG	85	±13	98	2	0	0	±6	1.0	±0.1	
USAR	93	±9	99	0	0	0	±1	1.0	±0.1	
USNR	97	±3	97	1	1	1	±6	1.1	±0.1	
ANG	60	±35	99	0	0	0	±2	1.0	±0.1	
USAFR	94	±5	98	2	0	0	±4	1.0	±0.1	
Enlisted	85	±10	98	1	0	0	±3	1.0	±0.1	
Officers	95	±3	98	1	0	1	±3	1.0	±0.1	
ASIAN	92	±3	96	2	1	1	±2	1.1	±0.1	
ARNG	92	±5	96	2	1	0	±2	1.1	±0.1	
USAR	90	±3	96	2	1	0	±3	1.1	±0.1	
USNR	96	±2	97	1	1	0	±2	1.0	±0.1	
USMCR	92	±4	NR	3	1	NR	±4	1.3	±0.4	
ANG	93	±3	96	1	1	1	±3	1.1	±0.1	
USAFR	88	±12	98	1	1	0	±2	1.0	±0.1	
Enlisted	91	±3	96	2	1	1	±3	1.1	±0.1	
Officers	94	±3	98	1	1	0	±1	1.0	±0.1	
NHPI	93	±3	97	2	1	0	±3	1.1	±0.1	
ARNG	96	±6	96	2	2	NR	±9	1.1	±0.1	
USAR	89	±4	95	3	1	1	±3	1.1	±0.1	
USNR	93	±9	98	NR	2	NR	±8	1.0	±0.1	
ANG	95	±3	100	0	0	0	±2	1.0	±0.1	
USAFR	89	±7	100	0	0	0	±2	1.0	±0.1	
Enlisted	93	±4	96	2	1	0	±4	1.1	±0.1	
Officers	92	±5	100	NR	0	NR	±2	1.0	±0.1	
TWO OR MORE RACES	94	±4	99	1	0	0	±1	1.0	±0.1	
ARNG	94	±6	99	1	0	0	±4	1.0	±0.1	
USAR	90	±12	100	0	0	0	±2	1.0	±0.1	
USNR	95	±5	94	2	2	1	±7	1.1	±0.1	
USMCR	99	±2	NR	NR	NR	NR		1.0	±0.1	
ANG	96	±3	99	1	0	0	±2	1.0	±0.1	
USAFR	97	±3	98	2	0	0	±4	1.0	±0.1	
Enlisted	94	±4	98	1	0	0	±2	1.0	±0.1	
Officers	93	±5	99	1	0	0	±2	1.0	±0.1	
USCGR	95	±2	98	1	1	0	±2	1.0	±0.1	
White	96	±2	98	1	1	0	±2	1.0	±0.1	
Black	92	±8	NR	NR	NR	NR		1.0	±0.0	
Hispanic	91	±6	99	NR	NR	1	±7	1.0	±0.1	
Other Race/Ethnicity	94	±6	99	1	0	0	±3	1.0	±0.1	
Enlisted	95	±2	98	1	1	0	±2	1.0	±0.1	
E1 – E4	94	±4	97	1	1	0	±4	1.0	±0.1	
E5 – E9	96	±2	98	1	1	0	±2	1.0	±0.1	
Officers	95	±3	100	0	0	0	±0	1.0	±0.0	

NR: Not reportable

75. How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around where you live...

m. Physically threatened or intimidated you because of your race/ethnicity?

1. Never  
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL DOD	92	±1	98	1	1	0	±1	1.0	±0.1	
ARNG	91	±2	98	1	1	0	±1	1.0	±0.1	
USAR	91	±2	97	2	1	0	±2	1.0	±0.1	
USNR	95	±2	97	1	1	1	±2	1.0	±0.1	
USMCR	90	±3	98	1	1	0	±2	1.0	±0.1	
ANG	94	±2	98	1	0	1	±2	1.0	±0.1	
USAFR	93	±2	98	1	0	0	±2	1.0	±0.1	
Enlisted	91	±1	98	1	1	0	±1	1.0	±0.1	
E1 – E4	91	±2	97	1	1	1	±1	1.0	±0.1	
E5 – E9	91	±2	98	1	1	0	±1	1.0	±0.1	
Officers	95	±1	98	1	0	0	±1	1.0	±0.1	
O1 – O3	93	±2	98	1	1	1	±1	1.0	±0.1	
O4 – O6	96	±1	99	1	0	0	±1	1.0	±0.1	
Male	92	±1	98	1	1	0	±1	1.0	±0.1	
Female	91	±2	99	1	0	0	±1	1.0	±0.1	
AGR/FTS/AR	91	±3	97	1	1	1	±2	1.1	±0.1	
Other Selected Reserve	92	±1	98	1	1	0	±1	1.0	±0.1	
Reserve Unit	92	±1	98	1	1	0	±1	1.0	±0.1	
Military Technician	94	±2	99	1	0	0	±2	1.0	±0.1	
IMA	95	±3	98	2	0	0	±3	1.0	±0.1	
Not Activated Past 12 Months	93	±1	98	1	1	0	±1	1.0	±0.1	
Activated Past 12 Months	91	±2	98	1	1	0	±2	1.0	±0.1	
Not Deployed Past 12 Months	92	±1	98	1	0	0	±1	1.0	±0.1	
Deployed Past 12 Months	90	±2	97	1	1	1	±2	1.1	±0.1	
Deployed OIF/OEF	89	±3	97	1	1	0	±2	1.0	±0.1	
WHITE	93	±1	98	1	1	0	±1	1.0	±0.1	
ARNG	92	±2	98	1	1	0	±2	1.0	±0.1	
USAR	93	±3	98	2	0	0	±2	1.0	±0.1	
USNR	96	±3	98	1	1	1	±3	1.1	±0.1	
USMCR	91	±4	99	0	1	0	±3	1.0	±0.1	
ANG	95	±2	98	1	0	1	±2	1.0	±0.1	
USAFR	94	±3	99	1	0	0	±3	1.0	±0.1	
Enlisted	92	±2	98	1	1	0	±1	1.0	±0.1	
E1 – E4	92	±2	97	1	1	0	±2	1.0	±0.1	
E5 – E9	92	±2	98	1	0	0	±1	1.0	±0.1	
Officers	95	±1	98	1	0	0	±1	1.0	±0.1	
BLACK	89	±2	97	1	1	1	±1	1.1	±0.1	
ARNG	88	±3	97	2	1	1	±2	1.1	±0.1	
USAR	89	±3	97	1	1	1	±2	1.1	±0.1	
USNR	91	±2	97	1	1	1	±2	1.0	±0.1	
USMCR	83	±8	97	3	0	1	±4	1.1	±0.1	
ANG	90	±2	97	2	1	0	±2	1.0	±0.1	
USAFR	90	±2	98	1	1	0	±2	1.0	±0.1	
Enlisted	88	±2	97	1	1	1	±1	1.1	±0.1	
E1 – E4	88	±3	97	1	1	1	±3	1.1	±0.1	
E5 – E9	88	±2	97	2	1	0	±2	1.0	±0.1	
Officers	92	±2	98	1	1	0	±1	1.0	±0.1	

Note. Percent responding are Reserve component members who answered the question.

75m. Continued	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
HISPANIC	89	±2	97	2	1	0	±2	1.0	±0.1	
ARNG	86	±5	96	2	1	0	±4	1.1	±0.1	
USAR	90	±3	97	1	1	1	±3	1.0	±0.1	
USNR	93	±3	97	1	1	1	±3	1.0	±0.1	
USMCR	89	±5	95	4	1	0	±9	1.1	±0.1	
ANG	92	±3	100	0	0	0	±1	1.0	±0.1	
USAFR	95	±2	99	0	0	0	±1	1.0	±0.1	
Enlisted	89	±3	97	2	1	0	±2	1.0	±0.1	
E1 – E4	87	±4	97	2	1	0	±3	1.0	±0.1	
E5 – E9	90	±3	97	1	1	0	±2	1.0	±0.1	
Officers	93	±3	98	0	0	1	±2	1.0	±0.1	
AIAN	86	±9	99	1	1	0	±1	1.0	±0.1	
ARNG	85	±13	98	1	1	0	±2	1.0	±0.1	
USAR	93	±9	99	1	0	0	±1	1.0	±0.1	
USNR	96	±3	98	0	1	1	±7	1.1	±0.1	
ANG	60	±35	98	2	0	0	±4	1.0	±0.1	
USAFR	95	±4	98	2	0	0	±4	1.0	±0.1	
Enlisted	85	±10	99	1	1	0	±1	1.0	±0.1	
Officers	95	±3	98	1	0	1	±3	1.0	±0.1	
ASIAN	91	±3	96	2	1	0	±1	1.1	±0.1	
ARNG	92	±5	96	2	1	0	±2	1.1	±0.1	
USAR	90	±3	96	3	1	0	±3	1.1	±0.1	
USNR	96	±2	97	2	1	0	±2	1.1	±0.1	
USMCR	85	±12	96	2	2	0	±5	1.1	±0.1	
ANG	93	±3	96	2	1	1	±3	1.1	±0.1	
USAFR	88	±12	98	1	1	0	±2	1.0	±0.1	
Enlisted	90	±3	96	2	1	0	±2	1.1	±0.1	
Officers	94	±3	98	1	1	0	±1	1.0	±0.1	
NHPI	93	±3	97	2	1	0	±3	1.1	±0.1	
ARNG	96	±6	96	2	2	NR	±9	1.1	±0.1	
USAR	89	±4	95	2	1	1	±3	1.1	±0.1	
USNR	96	±7	NR	NR	NR	NR		1.0	±0.0	
ANG	95	±3	100	0	0	0	±2	1.0	±0.1	
USAFR	92	±6	100	0	0	0	±2	1.0	±0.1	
Enlisted	93	±4	97	2	1	0	±4	1.1	±0.1	
Officers	93	±5	99	1	NR	NR	±2	1.0	±0.1	
TWO OR MORE RACES	94	±4	98	1	0	0	±3	1.0	±0.1	
ARNG	94	±6	100	0	0	0	±2	1.0	±0.1	
USAR	90	±12	NR	NR	0	0	±1	1.0	±0.1	
USNR	94	±5	95	2	3	1	±7	1.1	±0.1	
USMCR	99	±2	NR	NR	NR	NR		1.0	±0.1	
ANG	96	±3	99	1	0	0	±2	1.0	±0.1	
USAFR	97	±2	99	1	0	0	±4	1.0	±0.1	
Enlisted	94	±4	98	1	0	0	±3	1.0	±0.1	
Officers	93	±5	99	1	0	0	±2	1.0	±0.1	
USCGR	95	±2	97	1	1	1	±2	1.0	±0.1	
White	96	±2	97	1	1	1	±3	1.1	±0.1	
Black	91	±8	NR	NR	NR	NR		1.0	±0.0	
Hispanic	91	±6	99	NR	NR	1	±7	1.0	±0.1	
Other Race/Ethnicity	94	±6	98	1	1	0	±6	1.0	±0.1	
Enlisted	95	±2	97	1	1	1	±3	1.1	±0.1	
E1 – E4	95	±4	95	2	1	1	±5	1.1	±0.1	
E5 – E9	96	±2	98	1	1	0	±2	1.0	±0.1	
Officers	94	±3	99	1	0	0	±3	1.0	±0.1	

NR: Not reportable

75. How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around where you live...

n. Assaulted you physically because of your race/ethnicity?

1. Never  
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL DOD	91	±1	98	1	0	0	±1	1.0	±0.1	
ARNG	90	±2	99	1	0	0	±1	1.0	±0.1	
USAR	92	±2	98	1	1	0	±1	1.0	±0.1	
USNR	95	±2	98	1	0	1	±1	1.0	±0.1	
USMCR	90	±3	98	2	1	0	±2	1.0	±0.1	
ANG	93	±2	99	1	0	0	±2	1.0	±0.1	
USAFR	93	±2	99	0	0	0	±2	1.0	±0.1	
Enlisted	91	±1	98	1	0	0	±1	1.0	±0.1	
E1 – E4	91	±2	98	1	1	0	±1	1.0	±0.1	
E5 – E9	91	±2	99	1	0	0	±1	1.0	±0.1	
Officers	95	±1	99	0	0	0	±1	1.0	±0.1	
O1 – O3	93	±2	99	1	0	1	±1	1.0	±0.1	
O4 – O6	96	±1	99	0	0	0	±1	1.0	±0.1	
Male	92	±1	98	1	0	0	±1	1.0	±0.1	
Female	91	±2	99	0	0	0	±1	1.0	±0.1	
AGR/FTS/AR	91	±3	98	1	0	1	±2	1.0	±0.1	
Other Selected Reserve	91	±1	99	1	0	0	±1	1.0	±0.1	
Reserve Unit	91	±1	98	1	0	0	±1	1.0	±0.1	
Military Technician	94	±3	99	1	0	0	±2	1.0	±0.1	
IMA	95	±3	99	1	0	0	±4	1.0	±0.1	
Not Activated Past 12 Months	92	±1	99	1	0	0	±1	1.0	±0.1	
Activated Past 12 Months	90	±2	99	1	0	0	±1	1.0	±0.1	
Not Deployed Past 12 Months	92	±1	99	1	0	0	±1	1.0	±0.1	
Deployed Past 12 Months	90	±2	98	1	1	0	±1	1.0	±0.1	
Deployed OIF/OEF	89	±3	98	1	0	0	±2	1.0	±0.1	
WHITE	92	±1	99	1	0	0	±1	1.0	±0.1	
ARNG	91	±2	99	1	0	0	±1	1.0	±0.1	
USAR	93	±3	98	1	0	0	±2	1.0	±0.1	
USNR	96	±3	99	1	0	1	±2	1.0	±0.1	
USMCR	91	±4	99	0	1	0	±2	1.0	±0.1	
ANG	93	±3	99	1	0	0	±2	1.0	±0.1	
USAFR	93	±3	99	0	0	0	±3	1.0	±0.1	
Enlisted	92	±2	99	1	0	0	±1	1.0	±0.1	
E1 – E4	92	±2	98	1	1	0	±2	1.0	±0.1	
E5 – E9	92	±2	99	1	0	0	±1	1.0	±0.1	
Officers	95	±1	99	0	0	1	±1	1.0	±0.1	
BLACK	89	±2	98	1	0	0	±1	1.0	±0.1	
ARNG	88	±3	98	1	0	0	±2	1.0	±0.1	
USAR	89	±3	99	0	1	0	±2	1.0	±0.1	
USNR	90	±2	98	0	1	1	±1	1.0	±0.1	
USMCR	83	±8	97	2	0	1	±4	1.0	±0.1	
ANG	90	±2	99	0	1	0	±2	1.0	±0.1	
USAFR	89	±2	98	1	0	0	±1	1.0	±0.1	
Enlisted	88	±2	98	1	0	0	±1	1.0	±0.1	
E1 – E4	88	±3	99	0	1	0	±2	1.0	±0.1	
E5 – E9	88	±2	98	1	0	0	±1	1.0	±0.1	
Officers	91	±2	99	0	0	0	±1	1.0	±0.1	

Note. Percent responding are Reserve component members who answered the question.

75n. Continued	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
HISPANIC	89	±2	98	1	1	0	±2	1.0	±0.1	
ARNG	85	±5	97	2	1	0	±4	1.0	±0.1	
USAR	90	±3	98	1	1	1	±3	1.0	±0.1	
USNR	94	±3	98	1	1	0	±3	1.0	±0.1	
USMCR	87	±6	96	4	0	0	±10	1.0	±0.1	
ANG	93	±3	100	0	0	0	±1	1.0	±0.1	
USAFR	94	±2	100	0	0	0	±1	1.0	±0.1	
Enlisted	89	±3	98	1	1	0	±2	1.0	±0.1	
E1 – E4	87	±4	97	2	1	0	±3	1.0	±0.1	
E5 – E9	90	±3	98	1	1	0	±2	1.0	±0.1	
Officers	92	±3	98	1	0	1	±3	1.0	±0.1	
AIAN	85	±9	98	1	0	0	±3	1.0	±0.1	
ARNG	85	±13	98	2	0	0	±5	1.0	±0.1	
USAR	90	±10	99	0	0	0	±1	1.0	±0.1	
USNR	96	±4	98	0	1	1	±7	1.1	±0.1	
ANG	60	±34	99	0	0	0	±3	1.0	±0.1	
USAFR	94	±4	98	2	0	0	±4	1.0	±0.1	
Enlisted	84	±10	98	1	0	0	±3	1.0	±0.1	
Officers	95	±3	99	1	0	1	±2	1.0	±0.1	
ASIAN	91	±3	97	2	1	0	±2	1.0	±0.1	
ARNG	92	±5	97	1	1	0	±2	1.0	±0.1	
USAR	89	±3	97	2	1	0	±2	1.0	±0.1	
USNR	95	±2	97	1	1	0	±2	1.0	±0.1	
USMCR	91	±5	NR	NR	1	0	±4	1.1	±0.2	
ANG	93	±3	98	1	0	1	±2	1.1	±0.1	
USAFR	88	±12	98	1	0	0	±2	1.0	±0.1	
Enlisted	91	±3	96	2	1	0	±2	1.1	±0.1	
Officers	94	±3	99	0	1	0	±1	1.0	±0.1	
NHPI	93	±3	98	1	1	0	±3	1.0	±0.1	
ARNG	95	±6	96	1	2	NR	±9	1.1	±0.1	
USAR	89	±4	98	1	1	1	±2	1.0	±0.1	
USNR	95	±7	NR	NR	NR	NR		1.0	±0.0	
ANG	95	±3	100	0	0	0	±0	1.0	±0.0	
USAFR	92	±6	100	0	0	0	±2	1.0	±0.1	
Enlisted	93	±4	98	1	1	0	±4	1.0	±0.1	
Officers	93	±5	100	0	NR	NR	±2	1.0	±0.1	
TWO OR MORE RACES	94	±4	99	1	0	0	±3	1.0	±0.1	
ARNG	94	±6	100	0	0	0	±2	1.0	±0.1	
USAR	90	±12	NR	NR	0	0	±1	1.0	±0.1	
USNR	94	±5	97	0	3	1	±6	1.1	±0.1	
USMCR	97	±4	NR	NR	NR	NR		1.0	±0.1	
ANG	96	±3	99	1	0	0	±2	1.0	±0.1	
USAFR	97	±2	99	1	0	0	±4	1.0	±0.1	
Enlisted	94	±4	98	1	0	0	±3	1.0	±0.1	
Officers	94	±5	100	0	0	0	±1	1.0	±0.1	
USCGR	95	±2	99	0	1	0	±2	1.0	±0.1	
White	96	±2	99	0	1	0	±2	1.0	±0.1	
Black	95	±6	NR	NR	NR	NR		1.0	±0.0	
Hispanic	88	±7	NR	NR	NR	NR		1.0	±0.0	
Other Race/Ethnicity	94	±6	99	0	0	0	±2	1.0	±0.1	
Enlisted	95	±2	99	0	1	0	±2	1.0	±0.1	
E1 – E4	95	±4	99	0	1	0	±4	1.0	±0.1	
E5 – E9	96	±2	99	0	0	0	±2	1.0	±0.1	
Officers	94	±3	100	0	0	0	±0	1.0	±0.0	

NR: Not reportable

75. How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around where you live...

o. Other race/ethnic-related experiences involving civilians in the local community?

1. Never  
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL DOD	91	±1	96	2	1	1	±1	1.1	±0.1	
ARNG	90	±2	96	2	1	1	±1	1.1	±0.1	
USAR	90	±2	96	2	1	0	±2	1.1	±0.1	
USNR	94	±2	96	2	1	1	±2	1.1	±0.1	
USMCR	90	±3	96	3	1	0	±3	1.1	±0.1	
ANG	93	±2	98	1	1	0	±2	1.0	±0.1	
USAFR	93	±2	97	2	0	0	±2	1.0	±0.1	
Enlisted	91	±1	96	2	1	1	±1	1.1	±0.1	
E1 – E4	91	±2	96	2	1	0	±2	1.1	±0.1	
E5 – E9	91	±2	97	2	1	1	±1	1.0	±0.1	
Officers	94	±1	97	1	1	1	±1	1.0	±0.1	
O1 – O3	93	±2	97	1	1	1	±1	1.0	±0.1	
O4 – O6	96	±1	97	2	1	1	±1	1.0	±0.1	
Male	91	±1	96	2	1	0	±1	1.1	±0.1	
Female	91	±2	97	1	1	1	±1	1.0	±0.1	
AGR/FTS/AR	91	±2	97	1	1	1	±2	1.0	±0.1	
Other Selected Reserve	91	±1	96	2	1	1	±1	1.1	±0.1	
Reserve Unit	91	±1	96	2	1	1	±1	1.1	±0.1	
Military Technician	93	±3	98	1	0	0	±2	1.0	±0.1	
IMA	95	±3	96	3	1	0	±3	1.1	±0.1	
Not Activated Past 12 Months	92	±1	96	2	1	1	±1	1.1	±0.1	
Activated Past 12 Months	90	±2	97	2	1	0	±2	1.0	±0.1	
Not Deployed Past 12 Months	92	±1	97	2	1	1	±1	1.1	±0.1	
Deployed Past 12 Months	89	±2	96	2	1	0	±2	1.1	±0.1	
Deployed OIF/OEF	88	±3	96	2	1	0	±2	1.1	±0.1	
WHITE	92	±1	98	1	1	0	±1	1.0	±0.1	
ARNG	91	±2	97	2	1	1	±2	1.0	±0.1	
USAR	92	±3	98	1	1	0	±2	1.0	±0.1	
USNR	95	±3	97	1	0	1	±3	1.1	±0.1	
USMCR	91	±4	98	1	1	0	±3	1.0	±0.1	
ANG	94	±3	98	1	0	0	±2	1.0	±0.1	
USAFR	93	±3	98	1	0	0	±3	1.0	±0.1	
Enlisted	92	±2	97	1	1	0	±1	1.0	±0.1	
E1 – E4	92	±2	97	2	1	0	±2	1.1	±0.1	
E5 – E9	91	±2	98	1	0	0	±2	1.0	±0.1	
Officers	95	±1	98	1	1	1	±1	1.0	±0.1	
BLACK	88	±2	94	3	2	1	±2	1.1	±0.1	
ARNG	87	±3	93	4	2	1	±3	1.1	±0.1	
USAR	87	±3	95	2	2	1	±3	1.1	±0.1	
USNR	91	±2	93	4	2	0	±2	1.1	±0.1	
USMCR	83	±8	94	4	0	1	±5	1.1	±0.1	
ANG	89	±2	94	4	2	1	±2	1.1	±0.1	
USAFR	89	±2	95	3	1	1	±2	1.1	±0.1	
Enlisted	87	±2	94	3	2	1	±2	1.1	±0.1	
E1 – E4	87	±3	93	3	3	1	±3	1.1	±0.1	
E5 – E9	87	±2	94	3	1	1	±2	1.1	±0.1	
Officers	91	±2	95	3	1	0	±2	1.1	±0.1	

Note. Percent responding are Reserve component members who answered the question.



750. Continued	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
HISPANIC	89	±2	94	4	1	1	±2	1.1	±0.1	
ARNG	86	±5	92	4	2	1	±5	1.1	±0.1	
USAR	90	±3	95	4	1	0	±4	1.1	±0.1	
USNR	93	±3	94	4	2	1	±3	1.1	±0.1	
USMCR	88	±5	92	7	1	0	±10	1.1	±0.1	
ANG	93	±3	98	2	0	0	±2	1.0	±0.1	
USAFR	94	±2	96	4	0	0	±10	1.0	±0.1	
Enlisted	89	±3	94	4	1	1	±3	1.1	±0.1	
E1 – E4	88	±4	93	5	2	0	±4	1.1	±0.1	
E5 – E9	90	±3	94	4	1	1	±3	1.1	±0.1	
Officers	91	±3	96	2	1	1	±2	1.1	±0.1	
AIAN	85	±9	97	2	1	0	±3	1.0	±0.1	
ARNG	85	±13	96	2	1	0	±5	1.1	±0.1	
USAR	92	±9	98	1	1	0	±3	1.0	±0.1	
USNR	97	±3	95	2	2	1	±7	1.1	±0.1	
ANG	60	±35	99	1	0	0	±3	1.0	±0.1	
USAFR	95	±4	96	2	1	1	±4	1.1	±0.1	
Enlisted	85	±10	97	2	1	0	±3	1.0	±0.1	
Officers	93	±5	94	2	NR	1	±9	1.1	±0.2	
ASIAN	91	±3	93	4	2	0	±4	1.1	±0.1	
ARNG	92	±5	95	3	2	0	±3	1.1	±0.1	
USAR	89	±3	90	8	2	0	±14	1.1	±0.1	
USNR	94	±3	96	2	1	1	±2	1.1	±0.1	
USMCR	91	±5	NR	4	NR	0	±4	1.2	±0.3	
ANG	93	±3	96	1	2	1	±3	1.1	±0.1	
USAFR	87	±12	97	2	1	0	±2	1.0	±0.1	
Enlisted	91	±3	93	4	2	0	±5	1.1	±0.1	
Officers	92	±4	96	3	1	0	±3	1.1	±0.1	
NHPI	93	±3	97	2	1	0	±3	1.0	±0.1	
ARNG	96	±6	96	2	2	NR	±9	1.1	±0.1	
USAR	88	±4	95	3	1	1	±3	1.1	±0.1	
USNR	96	±7	NR	NR	NR	NR		1.0	±0.0	
ANG	95	±4	99	0	0	0	±2	1.0	±0.1	
USAFR	92	±6	97	NR	0	0	±9	1.0	±0.1	
Enlisted	93	±4	97	2	1	0	±4	1.1	±0.1	
Officers	93	±5	96	4	NR	NR	±5	1.0	±0.1	
TWO OR MORE RACES	93	±4	95	4	1	0	±5	1.1	±0.1	
ARNG	93	±6	99	1	0	0	±2	1.0	±0.1	
USAR	85	±15	NR	NR	0	0	±1	1.1	±0.2	
USNR	95	±5	90	2	6	2	±8	1.2	±0.2	
USMCR	99	±2	94	NR	NR	1	±13	1.1	±0.1	
ANG	96	±3	97	2	0	1	±4	1.0	±0.1	
USAFR	97	±2	NR	NR	1	0	±2	1.1	±0.2	
Enlisted	93	±5	95	4	1	0	±5	1.1	±0.1	
Officers	94	±5	99	1	0	0	±2	1.0	±0.1	
USCGR	94	±2	96	2	2	0	±2	1.1	±0.1	
White	95	±2	96	2	2	0	±3	1.1	±0.1	
Black	93	±7	99	NR	1	NR	±3	1.0	±0.1	
Hispanic	89	±7	94	6	NR	NR	±12	1.1	±0.1	
Other Race/Ethnicity	91	±7	97	1	1	1	±3	1.1	±0.1	
Enlisted	94	±3	96	2	2	0	±3	1.1	±0.1	
E1 – E4	93	±4	94	3	3	0	±5	1.1	±0.1	
E5 – E9	95	±3	98	1	1	0	±3	1.0	±0.1	
Officers	95	±3	98	1	1	0	±3	1.0	±0.1	

NR: Not reportable

75. Any Incident: Constructed from Q53a-o, Q54a-r, Q75a-o. Any Incident is a global measure reflecting whether Reserve component members indicated they experienced any type of bothersome race/ethnic-related behaviors or situations.

	Percent Responding		Percentages	Max ME	Any Incident
			Incident Rate		
TOTAL DOD	100	±0	62	±2	
ARNG	100	±0	64	±3	
USAR	100	±0	67	±3	
USNR	100	±0	64	±4	
USMCR	100	±0	62	±5	
ANG	100	±0	47	±4	
USAFR	100	±0	50	±4	
Enlisted	100	±0	63	±2	
E1 – E4	100	±0	65	±3	
E5 – E9	100	±0	61	±2	
Officers	100	±0	55	±2	
O1 – O3	100	±0	57	±3	
O4 – O6	100	±0	52	±3	
Male	100	±0	61	±2	
Female	100	±0	63	±3	
AGR/FTS/AR	100	±0	62	±4	
Other Selected Reserve	100	±0	61	±2	
Reserve Unit	100	±0	62	±2	
Military Technician	100	±0	53	±5	
IMA	100	±0	50	±5	
Not Activated Past 12 Months	100	±0	59	±2	
Activated Past 12 Months	100	±0	66	±4	
Not Deployed Past 12 Months	100	±0	59	±2	
Deployed Past 12 Months	100	±0	68	±3	
Deployed OIF/OEF	100	±0	68	±4	
WHITE	100	±0	58	±2	
ARNG	100	±0	61	±3	
USAR	100	±0	65	±5	
USNR	100	±0	62	±5	
USMCR	100	±0	56	±6	
ANG	100	±0	43	±5	
USAFR	100	±0	44	±6	
Enlisted	100	±0	59	±3	
E1 – E4	100	±0	62	±4	
E5 – E9	100	±0	57	±3	
Officers	100	±0	51	±3	
BLACK	100	±0	72	±2	
ARNG	100	±0	76	±4	
USAR	100	±0	72	±4	
USNR	100	±0	70	±4	
USMCR	100	±0	75	±7	
ANG	100	±0	67	±4	
USAFR	100	±0	65	±3	
Enlisted	100	±0	73	±3	
E1 – E4	100	±0	72	±4	
E5 – E9	100	±0	73	±3	
Officers	100	±0	70	±3	

Note. Percent responding are Reserve component members who answered the questions. Incident rates indicate the percentage of Reserve component members who experienced at least one of the behaviors during the 12 months prior to responding to the survey.

75. Continued	Percent Responding		Percentages	Max ME	Any Incident
			Incident Rate		
HISPANIC	100	±0	70	±3	
ARNG	100	±0	71	±6	
USAR	100	±0	71	±6	
USNR	100	±0	71	±7	
USMCR	100	±0	69	±8	
ANG	100	±0	60	±8	
USAFR	100	±0	66	±8	
Enlisted	100	±0	70	±3	
E1 – E4	100	±0	72	±5	
E5 – E9	100	±0	69	±4	
Officers	100	±0	66	±5	
AIAN	100	±0	60	±11	
ARNG	100	±0	61	±16	
USAR	100	±0	NR		
USNR	100	±0	NR		
ANG	100	±0	NR		
USAFR	100	±0	45	±16	
Enlisted	100	±0	60	±12	
Officers	100	±0	57	±15	
ASIAN	100	±0	67	±5	
ARNG	100	±0	69	±11	
USAR	100	±0	70	±8	
USNR	100	±0	66	±9	
USMCR	100	±0	76	±9	
ANG	100	±0	52	±5	
USAFR	100	±0	61	±13	
Enlisted	100	±0	68	±6	
Officers	100	±0	61	±5	
NHPI	100	±0	56	±11	
ARNG	100	±0	NR		
USAR	100	±0	63	±7	
USNR	100	±0	NR		
ANG	100	±0	NR		
USAFR	100	±0	49	±11	
Enlisted	100	±0	56	±12	
Officers	100	±0	NR		
TWO OR MORE RACES	100	±0	69	±9	
ARNG	100	±0	71	±16	
USAR	100	±0	NR		
USNR	100	±0	NR		
USMCR	100	±0	88	±13	
ANG	100	±0	NR		
USAFR	100	±0	NR		
Enlisted	100	±0	69	±10	
Officers	100	±0	72	±10	
USCGR	100	±0	58	±4	
White	100	±0	55	±5	
Black	100	±0	66	±15	
Hispanic	100	±0	75	±11	
Other Race/Ethnicity	100	±0	58	±9	
Enlisted	100	±0	58	±5	
E1 – E4	100	±0	62	±8	
E5 – E9	100	±0	55	±5	
Officers	100	±0	56	±7	

NR: Not reportable




























**76. Based on your responses to Question 75, would you say that the experiences you reported happening are racial/ethnic harassment or discrimination?**

1. Yes, racial/ethnic harassment      2. Yes, racial/ethnic discrimination      3. Yes, both racial/ethnic harassment and discrimination
4. No, neither racial/ethnic harassment nor discrimination

	Percent Responding		Percentages				Max ME	Percentage Experiencing Harassment/Discrimination		
			1	2	3	4				
TOTAL DOD	19	±2	13	17	17	53	±3	47.0	±3.0	
ARNG	19	±2	13	16	17	54	±6	46.0	±6.0	
USAR	20	±3	10	17	19	54	±6	46.0	±6.0	
USNR	22	±3	14	20	15	51	±7	49.0	±7.0	
USMCR	21	±4	14	12	20	54	±10	46.0	±10.0	
ANG	15	±3	13	16	18	52	±9	48.0	±9.0	
USAFR	18	±3	18	17	17	49	±8	51.0	±8.0	
Enlisted	19	±2	13	17	18	52	±4	48.0	±4.0	
E1 – E4	20	±2	11	17	18	53	±6	47.0	±6.0	
E5 – E9	18	±2	14	16	18	51	±5	49.0	±5.0	
Officers	20	±2	11	16	13	59	±4	41.0	±4.0	
O1 – O3	20	±3	10	17	13	60	±6	40.0	±6.0	
O4 – O6	20	±2	12	16	13	59	±6	41.0	±6.0	
Male	19	±2	14	15	16	55	±4	45.0	±4.0	
Female	19	±3	8	22	25	44	±7	56.0	±7.0	
AGR/FTS/AR	18	±3	12	18	20	51	±9	49.0	±9.0	
Other Selected Reserve	19	±2	13	16	17	54	±4	46.0	±4.0	
Reserve Unit	19	±2	13	16	17	53	±4	47.0	±4.0	
Military Technician	14	±4	14	19	13	54	±12	46.0	±12.0	
IMA	23	±5	13	13	16	58	±11	42.0	±11.0	
Not Activated Past 12 Months	19	±2	13	16	17	54	±4	46.0	±4.0	
Activated Past 12 Months	19	±3	11	17	20	52	±8	48.0	±8.0	
Not Deployed Past 12 Months	19	±2	12	16	18	54	±4	46.0	±4.0	
Deployed Past 12 Months	18	±3	14	18	17	50	±7	50.0	±7.0	
Deployed OIF/OEF	18	±3	15	17	18	50	±8	50.0	±8.0	
WHITE	17	±2	13	12	13	62	±5	38.0	±5.0	
ARNG	17	±3	13	12	11	64	±8	36.0	±8.0	
USAR	18	±4	9	12	15	64	±10	36.0	±10.0	
USNR	22	±5	15	18	13	54	±11	46.0	±11.0	
USMCR	17	±5	13	7	16	64	±16	36.0	±15.0	
ANG	13	±4	14	13	18	55	±13	45.0	±13.0	
USAFR	13	±4	16	12	14	59	±14	41.0	±14.0	
Enlisted	16	±2	13	12	14	61	±6	39.0	±6.0	
E1 – E4	18	±3	11	13	13	62	±8	38.0	±8.0	
E5 – E9	15	±2	15	11	14	60	±8	40.0	±8.0	
Officers	18	±2	11	13	11	65	±5	35.0	±5.0	
BLACK	24	±2	9	25	27	39	±5	61.0	±5.0	
ARNG	25	±4	5	29	30	37	±9	63.0	±9.0	
USAR	23	±4	11	21	26	42	±9	58.0	±9.0	
USNR	23	±3	12	27	24	37	±6	63.0	±6.0	
USMCR	28	±8	NR	22	13	33	±15	67.0	±15.0	
ANG	23	±3	10	27	25	38	±6	62.0	±6.0	
USAFR	24	±3	12	26	25	36	±6	64.0	±6.0	
Enlisted	23	±2	9	25	27	39	±5	61.0	±5.0	
E1 – E4	23	±4	6	28	27	39	±10	61.0	±10.0	
E5 – E9	24	±3	11	23	27	39	±6	61.0	±6.0	
Officers	28	±3	13	27	25	35	±7	65.0	±5.0	

Note. Percent responding are Reserve component members who answered the question and who experienced racial/ethnic-related behaviors in the local community (Q75).

NR: Not reportable

76. Continued	Percent Responding		Percentages				Max ME	Percentage Experiencing Harassment/Discrimination		
			1	2	3	4				
HISPANIC	24	±3	13	24	22	41	±7	59.0	±7.0	
ARNG	22	±5	10	26	26	38	±14	62.0	±13.0	
USAR	24	±5	11	27	21	41	±13	59.0	±12.0	
USNR	25	±6	17	24	13	46	±16	54.0	±13.0	
USMCR	29	±8	12	18	30	40	±18	60.0	±16.0	
ANG	24	±8	15	14	NR	NR	±16	NR		
USAFR	29	±9	NR	NR	10	NR	±7	NR		
Enlisted	24	±3	13	24	23	40	±7	60.0	±7.0	
E1 – E4	25	±5	13	25	23	39	±11	61.0	±11.0	
E5 – E9	24	±4	13	24	23	40	±9	60.0	±9.0	
Officers	23	±4	11	22	12	55	±8	45.0	±8.0	
AIAN	16	±6	6	13	18	64	±16	36.0	±16.0	
ARNG	12	±5	8	19	26	48	±18	52.0	±14.0	
USAR	18	±16	7	9	NR	NR	±15	NR		
USNR	16	±10	1	11	NR	NR	±13	NR		
ANG	26	±30	NR	NR	NR	NR		NR		
USAFR	20	±9	9	15	29	NR	±16	NR		
Enlisted	14	±7	7	14	17	NR	±14	NR		
Officers	31	±12	2	9	NR	70	±18	30.0	±18.0	
ASIAN	24	±4	14	15	16	56	±10	44.0	±9.0	
ARNG	26	±9	NR	13	13	NR	±9	NR		
USAR	25	±8	7	18	19	NR	±11	NR		
USNR	23	±7	6	15	13	66	±12	34.0	±12.0	
USMCR	27	±12	9	16	13	NR	±16	NR		
ANG	16	±3	10	16	21	54	±10	46.0	±10.0	
USAFR	22	±12	NR	10	14	NR	±13	NR		
Enlisted	25	±5	14	13	16	57	±12	43.0	±11.0	
Officers	21	±4	12	26	14	48	±11	52.0	±9.0	
NHPI	23	±12	NR	10	7	NR	±10	NR		
ARNG	33	±25	NR	NR	0	NR	±4	NR		
USAR	17	±4	5	12	18	65	±11	35.0	±11.0	
USNR	10	±10	NR	NR	NR	NR		NR		
ANG	20	±15	5	NR	NR	NR	±11	NR		
USAFR	11	±7	NR	NR	NR	NR		NR		
Enlisted	23	±13	NR	11	6	NR	±12	NR		
Officers	23	±19	NR	1	NR	NR	±7	NR		
TWO OR MORE RACES	26	±8	24	13	31	33	±18	67.0	±16.0	
ARNG	17	±11	NR	NR	NR	NR		NR		
USAR	40	±21	NR	5	NR	NR	±10	NR		
USNR	23	±9	13	16	32	39	±16	61.0	±15.0	
USMCR	41	±31	NR	NR	NR	NR		NR		
ANG	24	±17	NR	NR	NR	NR		NR		
USAFR	36	±18	NR	9	NR	NR	±12	NR		
Enlisted	27	±9	NR	NR	NR	30	±18	70.0	±18.0	
Officers	24	±9	NR	13	NR	NR	±16	NR		
USCGR	22	±4	16	13	14	56	±8	44.0	±8.0	
White	21	±4	12	14	12	61	±10	39.0	±10.0	
Black	18	±11	NR	NR	NR	NR		NR		
Hispanic	32	±10	NR	NR	NR	NR		NR		
Other Race/Ethnicity	22	±8	NR	11	8	NR	±11	NR		
Enlisted	23	±4	16	12	13	58	±10	42.0	±10.0	
E1 – E4	26	±7	20	13	15	52	±15	48.0	±15.0	
E5 – E9	20	±4	12	12	12	64	±11	36.0	±11.0	
Officers	20	±5	17	16	19	49	±13	51.0	±13.0	

NR: Not reportable

76. Harassment/Discrimination from Civilians in Local Community: Constructed from Q75a-o and Q76. Incident - Community can be defined as Reserve component members who experienced race/ethnicity-related insensitivity, threats, actual harm, or discrimination from civilians in the community around where they live.

	Percent Responding		Percentages	Max ME	Incident - Community
			Incident Rate		
TOTAL DOD	100	±0	9	±1	
ARNG	100	±0	8	±2	
USAR	100	±0	9	±2	
USNR	100	±0	11	±3	
USMCR	100	±0	9	±3	
ANG	100	±0	7	±3	
USAFR	100	±0	9	±3	
Enlisted	100	±0	9	±1	
E1 – E4	100	±0	9	±2	
E5 – E9	100	±0	9	±2	
Officers	100	±0	8	±1	
O1 – O3	100	±0	8	±2	
O4 – O6	100	±0	8	±2	
Male	100	±0	8	±1	
Female	100	±0	10	±2	
AGR/FTS/AR	100	±0	9	±3	
Other Selected Reserve	100	±0	9	±1	
Reserve Unit	100	±0	9	±1	
Military Technician	100	±0	6	±3	
IMA	100	±0	10	±4	
Not Activated Past 12 Months	100	±0	9	±1	
Activated Past 12 Months	100	±0	9	±2	
Not Deployed Past 12 Months	100	±0	9	±1	
Deployed Past 12 Months	100	±0	9	±2	
Deployed OIF/OEF	100	±0	9	±2	
WHITE	100	±0	6	±1	
ARNG	100	±0	6	±2	
USAR	100	±0	6	±3	
USNR	100	±0	10	±4	
USMCR	100	±0	6	±4	
ANG	100	±0	6	±3	
USAFR	100	±0	5	±3	
Enlisted	100	±0	6	±2	
E1 – E4	100	±0	7	±2	
E5 – E9	100	±0	6	±2	
Officers	100	±0	6	±2	
BLACK	100	±0	15	±2	
ARNG	100	±0	16	±4	
USAR	100	±0	13	±3	
USNR	100	±0	14	±3	
USMCR	100	±0	19	±9	
ANG	100	±0	14	±3	
USAFR	100	±0	15	±3	
Enlisted	100	±0	14	±2	
E1 – E4	100	±0	14	±4	
E5 – E9	100	±0	15	±3	
Officers	100	±0	18	±3	

Note. Percent responding are Reserve component members who answered the questions. Incident rates indicate the percentage of Reserve component members who experienced at least one of the behaviors during the 12 months prior to responding to the survey AND who indicated they considered at least some of the behaviors experienced to be racial/ethnic harassment/discrimination. Cronbach's coefficient alpha = 0.94.

76. Continued	Percent Responding		Percentages	Max ME	Incident - Community
			Incident Rate		
HISPANIC	100	±0	14	±3	
ARNG	100	±0	14	±5	
USAR	100	±0	14	±5	
USNR	100	±0	14	±6	
USMCR	100	±0	17	±8	
ANG	100	±0	12	±8	
USAFR	100	±0	18	±9	
Enlisted	100	±0	15	±3	
E1 – E4	100	±0	15	±5	
E5 – E9	100	±0	14	±4	
Officers	100	±0	10	±3	
AIAN	100	±0	6	±3	
ARNG	100	±0	6	±4	
USAR	100	±0	5	±4	
USNR	100	±0	7	±10	
ANG	100	±0	4	±4	
USAFR	100	±0	11	±7	
Enlisted	100	±0	5	±3	
Officers	100	±0	9	±7	
ASIAN	100	±0	11	±3	
ARNG	100	±0	11	±7	
USAR	100	±0	11	±4	
USNR	100	±0	8	±3	
USMCR	100	±0	10	±6	
ANG	100	±0	7	±3	
USAFR	100	±0	14	±16	
Enlisted	100	±0	11	±3	
Officers	100	±0	11	±3	
NHPI	100	±0	14	±16	
ARNG	100	±0	NR		
USAR	100	±0	6	±3	
USNR	100	±0	2	±7	
ANG	100	±0	6	±6	
USAFR	100	±0	6	±8	
Enlisted	100	±0	NR		
Officers	100	±0	5	±5	
TWO OR MORE RACES	100	±0	18	±8	
ARNG	100	±0	14	±14	
USAR	100	±0	NR		
USNR	100	±0	14	±8	
USMCR	100	±0	NR		
ANG	100	±0	NR		
USAFR	100	±0	NR		
Enlisted	100	±0	19	±9	
Officers	100	±0	13	±8	
USCGR	100	±0	10	±3	
White	100	±0	8	±3	
Black	100	±0	12	±12	
Hispanic	100	±0	19	±11	
Other Race/Ethnicity	100	±0	11	±8	
Enlisted	100	±0	10	±3	
E1 – E4	100	±0	12	±6	
E5 – E9	100	±0	7	±3	
Officers	100	±0	11	±5	

NR: Not reportable

76. Offensive Encounters With Civilians in the Local Community: Constructed from Q75a-j and Q76. Offensive Encounters - Local Community can be defined as situations in which Reserve component members indicated that civilians in the community around where they live engaged in racially/ethnically insensitive behavior that caused them discomfort or was insulting.

	Percent Responding		Percentages	Max ME	Offensive Encounters - Community
			Incident Rate		
TOTAL DOD	100	±0	9	±1	
ARNG	100	±0	8	±2	
USAR	100	±0	9	±2	
USNR	100	±0	11	±3	
USMCR	100	±0	9	±3	
ANG	100	±0	7	±2	
USAFR	100	±0	9	±3	
Enlisted	100	±0	9	±1	
E1 – E4	100	±0	9	±2	
E5 – E9	100	±0	9	±2	
Officers	100	±0	8	±1	
O1 – O3	100	±0	8	±2	
O4 – O6	100	±0	8	±2	
Male	100	±0	8	±1	
Female	100	±0	10	±2	
AGR/FTS/AR	100	±0	8	±3	
Other Selected Reserve	100	±0	9	±1	
Reserve Unit	100	±0	9	±1	
Military Technician	100	±0	6	±3	
IMA	100	±0	9	±4	
Not Activated Past 12 Months	100	±0	9	±1	
Activated Past 12 Months	100	±0	9	±2	
Not Deployed Past 12 Months	100	±0	9	±1	
Deployed Past 12 Months	100	±0	9	±2	
Deployed OIF/OEF	100	±0	9	±2	
WHITE	100	±0	6	±1	
ARNG	100	±0	6	±2	
USAR	100	±0	6	±3	
USNR	100	±0	10	±4	
USMCR	100	±0	6	±4	
ANG	100	±0	6	±3	
USAFR	100	±0	5	±3	
Enlisted	100	±0	6	±2	
E1 – E4	100	±0	7	±2	
E5 – E9	100	±0	6	±2	
Officers	100	±0	6	±2	
BLACK	100	±0	14	±2	
ARNG	100	±0	16	±4	
USAR	100	±0	13	±3	
USNR	100	±0	14	±3	
USMCR	100	±0	19	±9	
ANG	100	±0	14	±3	
USAFR	100	±0	15	±3	
Enlisted	100	±0	14	±2	
E1 – E4	100	±0	14	±4	
E5 – E9	100	±0	14	±2	
Officers	100	±0	17	±3	

Note. Percent responding are Reserve component members who answered the questions. Incident rates indicate the percentage of Reserve component members who experienced at least one of the behaviors during the 12 months prior to responding to the survey AND who indicated they considered at least some of the behaviors experienced to be racial/ethnic harassment/discrimination. Cronbach's coefficient alpha = 0.93.



76. Continued	Percent Responding		Percentages	Max ME	Offensive Encounters - Community
			Incident Rate		
HISPANIC	100	±0	14	±3	
ARNG	100	±0	14	±5	
USAR	100	±0	14	±5	
USNR	100	±0	13	±6	
USMCR	100	±0	17	±8	
ANG	100	±0	12	±8	
USAFR	100	±0	17	±9	
Enlisted	100	±0	15	±3	
E1 – E4	100	±0	15	±5	
E5 – E9	100	±0	14	±4	
Officers	100	±0	10	±2	
AIAN	100	±0	6	±3	
ARNG	100	±0	6	±4	
USAR	100	±0	5	±4	
USNR	100	±0	7	±10	
ANG	100	±0	4	±4	
USAFR	100	±0	10	±7	
Enlisted	100	±0	5	±3	
Officers	100	±0	9	±7	
ASIAN	100	±0	11	±3	
ARNG	100	±0	11	±7	
USAR	100	±0	11	±4	
USNR	100	±0	8	±3	
USMCR	100	±0	10	±6	
ANG	100	±0	7	±3	
USAFR	100	±0	14	±16	
Enlisted	100	±0	11	±3	
Officers	100	±0	11	±3	
NHPI	100	±0	14	±16	
ARNG	100	±0	NR		
USAR	100	±0	6	±3	
USNR	100	±0	2	±7	
ANG	100	±0	6	±6	
USAFR	100	±0	6	±8	
Enlisted	100	±0	NR		
Officers	100	±0	5	±5	
TWO OR MORE RACES	100	±0	18	±8	
ARNG	100	±0	14	±14	
USAR	100	±0	NR		
USNR	100	±0	14	±8	
USMCR	100	±0	NR		
ANG	100	±0	NR		
USAFR	100	±0	NR		
Enlisted	100	±0	19	±9	
Officers	100	±0	13	±8	
USCGR	100	±0	10	±3	
White	100	±0	8	±3	
Black	100	±0	12	±12	
Hispanic	100	±0	19	±11	
Other Race/Ethnicity	100	±0	11	±8	
Enlisted	100	±0	10	±3	
E1 – E4	100	±0	12	±6	
E5 – E9	100	±0	7	±3	
Officers	100	±0	11	±5	

NR: Not reportable

76. Harm or Threat of Harm from Civilians in the Local Community: Constructed from Q75k-n and Q76. Threat/Harm - Local Community can be defined as perceptions of threat, vandalism, and assault stemming from Reserve component members' race/ethnicity and caused by a civilian in the local community around where they live.

	Percent Responding		Percentages	Max ME	Threat/Harm - Community
			Incident Rate		
TOTAL DOD	100	±0	2	±1	
ARNG	100	±0	2	±1	
USAR	100	±0	2	±1	
USNR	100	±0	3	±2	
USMCR	100	±0	2	±2	
ANG	100	±0	2	±2	
USAFR	100	±0	1	±2	
Enlisted	100	±0	2	±1	
E1 – E4	100	±0	3	±1	
E5 – E9	100	±0	2	±1	
Officers	100	±0	1	±1	
O1 – O3	100	±0	2	±1	
O4 – O6	100	±0	1	±1	
Male	100	±0	2	±1	
Female	100	±0	1	±1	
AGR/FTS/AR	100	±0	2	±2	
Other Selected Reserve	100	±0	2	±1	
Reserve Unit	100	±0	2	±1	
Military Technician	100	±0	2	±3	
IMA	100	±0	1	±2	
Not Activated Past 12 Months	100	±0	2	±1	
Activated Past 12 Months	100	±0	2	±2	
Not Deployed Past 12 Months	100	±0	2	±1	
Deployed Past 12 Months	100	±0	3	±2	
Deployed OIF/OEF	100	±0	3	±2	
WHITE	100	±0	2	±1	
ARNG	100	±0	2	±1	
USAR	100	±0	2	±2	
USNR	100	±0	2	±3	
USMCR	100	±0	1	±4	
ANG	100	±0	2	±2	
USAFR	100	±0	1	±3	
Enlisted	100	±0	2	±1	
E1 – E4	100	±0	2	±2	
E5 – E9	100	±0	2	±1	
Officers	100	±0	1	±1	
BLACK	100	±0	3	±1	
ARNG	100	±0	4	±3	
USAR	100	±0	2	±2	
USNR	100	±0	3	±2	
USMCR	100	±0	2	±4	
ANG	100	±0	3	±2	
USAFR	100	±0	3	±2	
Enlisted	100	±0	3	±1	
E1 – E4	100	±0	3	±2	
E5 – E9	100	±0	3	±2	
Officers	100	±0	2	±1	

Note. Percent responding are Reserve component members who answered the questions. Incident rates indicate the percentage of Reserve component members who experienced at least one of the behaviors during the 12 months prior to responding to the survey AND who indicated they considered at least some of the behaviors experienced to be racial/ethnic harassment/discrimination. Cronbach's coefficient alpha = 0.94.

76. Continued	Percent Responding		Percentages	Max ME	Threat/Harm - Community
			Incident Rate		
HISPANIC	100	±0	3	±2	
ARNG	100	±0	3	±4	
USAR	100	±0	3	±3	
USNR	100	±0	3	±2	
USMCR	100	±0	4	±8	
ANG	100	±0	NR		
USAFR	100	±0	1	±1	
Enlisted	100	±0	3	±2	
E1 – E4	100	±0	4	±4	
E5 – E9	100	±0	3	±2	
Officers	100	±0	2	±2	
AIAN	100	±0	2	±2	
ARNG	100	±0	2	±4	
USAR	100	±0	1	±1	
USNR	100	±0	1	±2	
ANG	100	±0	1	±3	
USAFR	100	±0	3	±5	
Enlisted	100	±0	2	±2	
Officers	100	±0	1	±2	
ASIAN	100	±0	3	±1	
ARNG	100	±0	2	±2	
USAR	100	±0	3	±2	
USNR	100	±0	4	±3	
USMCR	100	±0	2	±3	
ANG	100	±0	2	±2	
USAFR	100	±0	2	±2	
Enlisted	100	±0	3	±1	
Officers	100	±0	2	±1	
NHPI	100	±0	2	±2	
ARNG	100	±0	1	±4	
USAR	100	±0	3	±3	
USNR	100	±0	NR		
ANG	100	±0	0	±1	
USAFR	100	±0	0	±2	
Enlisted	100	±0	2	±2	
Officers	100	±0	1	±2	
TWO OR MORE RACES	100	±0	2	±2	
ARNG	100	±0	1	±3	
USAR	100	±0	NR		
USNR	100	±0	4	±6	
USMCR	100	±0	1	±5	
ANG	100	±0	2	±3	
USAFR	100	±0	2	±3	
Enlisted	100	±0	2	±3	
Officers	100	±0	1	±2	
USCGR	100	±0	3	±2	
White	100	±0	3	±3	
Black	100	±0	NR		
Hispanic	100	±0	3	±6	
Other Race/Ethnicity	100	±0	2	±5	
Enlisted	100	±0	3	±3	
E1 – E4	100	±0	5	±5	
E5 – E9	100	±0	2	±2	
Officers	100	±0	2	±3	

NR: Not reportable

**76. Summary Measure of Race/Ethnic-Related Harassment and Discrimination Experiences: Constructed from Q53a-o, Q54a-r, Q75a-o, Q55 and Q76.**

1. Harassment/Discrimination in the DoD Community (Single Category)
2. Harassment/Discrimination in the Civilian Community (Single Category)
3. Community and Civilian Community
4. Did Not Experience Any Racial/Ethnic Harassment or Discrimination

	Percent Responding		Percentages				Max ME
			1	2	3	4	
TOTAL DOD	100	±0	4	7	2	88	±1
ARNG	100	±0	4	6	2	88	±2
USAR	100	±0	5	7	2	86	±2
USNR	100	±0	3	9	2	86	±3
USMCR	100	±0	3	7	3	87	±4
ANG	100	±0	2	6	1	90	±3
USAFR	100	±0	3	7	2	88	±3
Enlisted	100	±0	4	7	2	87	±1
E1 – E4	100	±0	3	7	2	87	±2
E5 – E9	100	±0	4	6	2	87	±2
Officers	100	±0	3	7	1	89	±1
O1 – O3	100	±0	3	6	2	89	±2
O4 – O6	100	±0	2	7	1	90	±2
Male	100	±0	3	6	2	88	±1
Female	100	±0	5	8	2	84	±2
AGR/FTS/AR	100	±0	3	6	3	88	±3
Other Selected Reserve	100	±0	4	7	2	88	±1
Reserve Unit	100	±0	4	7	2	88	±1
Military Technician	100	±0	4	5	1	89	±3
IMA	100	±0	2	8	2	88	±4
Not Activated Past 12 Months	100	±0	3	7	2	89	±1
Activated Past 12 Months	100	±0	5	6	3	86	±3
Not Deployed Past 12 Months	100	±0	3	7	2	88	±1
Deployed Past 12 Months	100	±0	6	6	3	85	±2
Deployed OIF/OEF	100	±0	6	5	4	85	±3
WHITE	100	±0	2	5	1	92	±2
ARNG	100	±0	2	5	1	92	±2
USAR	100	±0	3	5	1	91	±3
USNR	100	±0	1	9	0	89	±4
USMCR	100	±0	2	4	2	91	±5
ANG	100	±0	1	5	0	93	±3
USAFR	100	±0	1	5	1	93	±4
Enlisted	100	±0	2	5	1	92	±2
E1 – E4	100	±0	2	6	1	91	±3
E5 – E9	100	±0	2	5	1	92	±2
Officers	100	±0	1	6	1	93	±2
BLACK	100	±0	9	9	5	76	±2
ARNG	100	±0	10	9	7	74	±4
USAR	100	±0	9	9	4	78	±4
USNR	100	±0	7	10	4	79	±3
USMCR	100	±0	7	14	4	74	±9
ANG	100	±0	10	9	5	76	±3
USAFR	100	±0	8	10	6	76	±3
Enlisted	100	±0	9	9	5	77	±2
E1 – E4	100	±0	6	9	5	80	±4
E5 – E9	100	±0	11	9	5	75	±3
Officers	100	±0	12	12	6	71	±3

Note. Percent responding are Reserve component members who answered the questions. For Reserve component members who experienced behaviors, percentages represent members who experienced at least one of the behaviors during the 12 months prior to responding to the survey AND who indicated they considered at least some of the behaviors experienced to be racial/ethnic harassment/discrimination.

76. Continued	Percent Responding		Percentages				Max ME
			1	2	3	4	
HISPANIC	100	±0	6	10	4	79	±3
ARNG	100	±0	8	10	4	79	±6
USAR	100	±0	6	11	3	79	±5
USNR	100	±0	7	10	3	80	±7
USMCR	100	±0	3	13	5	79	±8
ANG	100	±0	5	7	5	83	±11
USAFR	100	±0	3	14	4	79	±10
Enlisted	100	±0	6	11	4	79	±3
E1 – E4	100	±0	6	12	3	78	±5
E5 – E9	100	±0	6	10	4	79	±4
Officers	100	±0	6	7	4	83	±3
AIAN	100	±0	5	4	2	89	±8
ARNG	100	±0	8	4	3	86	±14
USAR	100	±0	2	3	2	92	±6
USNR	100	±0	4	6	1	89	±11
ANG	100	±0	1	3	0	95	±5
USAFR	100	±0	2	9	2	87	±8
Enlisted	100	±0	5	3	2	90	±9
Officers	100	±0	6	8	1	84	±11
ASIAN	100	±0	7	7	4	82	±4
ARNG	100	±0	7	8	4	81	±10
USAR	100	±0	8	6	5	81	±5
USNR	100	±0	9	6	2	83	±13
USMCR	100	±0	4	7	4	86	±7
ANG	100	±0	3	4	3	90	±3
USAFR	100	±0	NR	NR	2	76	±18
Enlisted	100	±0	7	7	3	82	±5
Officers	100	±0	7	7	4	82	±5
NHPI	100	±0	5	8	NR	81	±15
ARNG	100	±0	NR	NR	NR	NR	
USAR	100	±0	6	4	2	88	±4
USNR	100	±0	4	1	1	94	±11
ANG	100	±0	5	4	1	89	±10
USAFR	100	±0	3	4	2	91	±9
Enlisted	100	±0	5	NR	NR	80	±16
Officers	100	±0	3	3	2	92	±6
TWO OR MORE RACES	100	±0	5	14	4	77	±8
ARNG	100	±0	NR	7	7	80	±15
USAR	100	±0	3	NR	2	NR	±3
USNR	100	±0	10	11	4	76	±12
USMCR	100	±0	NR	NR	NR	NR	
ANG	100	±0	NR	NR	2	NR	±2
USAFR	100	±0	2	NR	2	76	±18
Enlisted	100	±0	4	14	4	77	±10
Officers	100	±0	10	10	2	77	±13
USCGR	100	±0	2	8	2	88	±3
White	100	±0	1	7	1	90	±3
Black	100	±0	6	11	1	82	±13
Hispanic	100	±0	7	16	4	73	±11
Other Race/Ethnicity	100	±0	2	7	4	88	±8
Enlisted	100	±0	2	8	2	88	±4
E1 – E4	100	±0	2	11	2	85	±6
E5 – E9	100	±0	3	6	2	90	±4
Officers	100	±0	1	9	1	88	±5











































NR: Not reportable

**77. Do you think that DoD/DHS and your National Guard/Reserve component have a responsibility to prevent the racial/ethnic harassment or discrimination by civilians which you marked as happening to you?**

1. Yes, all of it

2. Yes, some of it

3. No

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes		
			1	2	3				
<b>TOTAL DOD</b>	9	±1	15	19	66	±4	34.0	±4.0	
ARNG	8	±2	17	17	66	±8	34.0	±8.0	
USAR	9	±2	16	21	63	±8	37.0	±8.0	
USNR	11	±3	11	18	71	±10	29.0	±10.0	
USMCR	9	±3	6	14	80	±12	20.0	±12.0	
ANG	7	±2	15	17	67	±13	33.0	±13.0	
USAFR	9	±2	18	21	61	±11	39.0	±11.0	
Enlisted	9	±1	16	18	65	±5	35.0	±5.0	
E1 – E4	9	±2	12	14	74	±7	26.0	±7.0	
E5 – E9	9	±2	20	21	58	±7	42.0	±7.0	
Officers	8	±1	8	20	72	±5	28.0	±5.0	
O1 – O3	8	±2	11	19	70	±8	30.0	±8.0	
O4 – O6	8	±2	7	20	74	±7	26.0	±7.0	
Male	8	±1	17	17	66	±5	34.0	±5.0	
Female	10	±2	10	24	66	±8	34.0	±8.0	
AGR/FTS/AR	9	±2	18	24	58	±13	42.0	±12.0	
Other Selected Reserve	9	±1	15	18	67	±5	33.0	±5.0	
Reserve Unit	9	±1	15	18	67	±5	33.0	±5.0	
Military Technician	6	±3	NR	20	NR	±16	NR		
IMA	9	±3	NR	21	56	±16	44.0	±16.0	
Not Activated Past 12 Months	9	±1	13	15	71	±5	29.0	±5.0	
Activated Past 12 Months	9	±2	12	27	61	±10	39.0	±10.0	
Not Deployed Past 12 Months	9	±1	12	18	71	±5	29.0	±5.0	
Deployed Past 12 Months	9	±2	26	21	53	±9	47.0	±9.0	
Deployed OIF/OEF	9	±2	29	20	51	±12	49.0	±11.0	
<b>WHITE</b>	6	±1	12	15	73	±7	27.0	±7.0	
ARNG	6	±2	15	15	70	±12	30.0	±12.0	
USAR	6	±2	NR	15	77	±15	23.0	±15.0	
USNR	9	±3	NR	16	75	±18	25.0	±18.0	
USMCR	6	±3	NR	NR	NR		NR		
ANG	6	±3	NR	NR	NR		NR		
USAFR	5	±3	NR	10	NR	±14	NR		
Enlisted	6	±2	14	14	71	±9	29.0	±9.0	
E1 – E4	7	±2	9	12	80	±12	20.0	±12.0	
E5 – E9	6	±2	19	16	64	±12	36.0	±12.0	
Officers	6	±1	3	17	80	±8	20.0	±8.0	
<b>BLACK</b>	15	±2	19	26	55	±6	45.0	±6.0	
ARNG	16	±3	19	24	57	±11	43.0	±11.0	
USAR	13	±3	22	30	49	±11	51.0	±11.0	
USNR	14	±3	18	25	58	±8	42.0	±8.0	
USMCR	19	±8	3	NR	NR	±7	NR		
ANG	14	±2	16	23	61	±8	39.0	±8.0	
USAFR	15	±2	18	25	57	±7	43.0	±7.0	
Enlisted	14	±2	19	26	55	±7	45.0	±7.0	
E1 – E4	14	±3	19	21	60	±12	40.0	±12.0	
E5 – E9	15	±2	19	30	51	±8	49.0	±8.0	
Officers	18	±3	19	27	54	±10	46.0	±8.0	

Note. Percent responding are Reserve component members who answered the question, who experienced racial/ethnic-related behaviors in the local community, and who considered the behaviors to be racial/ethnic harassment and/or discrimination (Q75/Q76).

NR: Not reportable

77. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes		
			1	2	3				
HISPANIC	14	±3	20	16	64	±9	36.0	±9.0	
ARNG	14	±5	NR	18	64	±17	36.0	±17.0	
USAR	14	±4	23	16	61	±18	39.0	±16.0	
USNR	14	±5	11	15	75	±15	25.0	±15.0	
USMCR	17	±7	3	8	89	±11	11.0	±11.0	
ANG	12	±7	NR	11	NR	±12	NR		
USAFR	18	±8	NR	NR	NR		NR		
Enlisted	15	±3	20	15	64	±10	36.0	±10.0	
E1 – E4	15	±4	15	10	75	±15	25.0	±14.0	
E5 – E9	14	±4	26	20	55	±14	45.0	±13.0	
Officers	10	±2	11	25	65	±9	35.0	±9.0	
AIAN	6	±2	NR	16	66	±16	34.0	±16.0	
ARNG	6	±3	NR	16	NR	±13	NR		
USAR	5	±3	13	24	62	±17	38.0	±17.0	
USNR	7	±7	NR	NR	NR		NR		
ANG	4	±3	NR	NR	NR		NR		
USAFR	11	±6	NR	NR	NR		NR		
Enlisted	5	±2	NR	18	63	±17	37.0	±17.0	
Officers	9	±6	NR	NR	NR		NR		
ASIAN	11	±3	13	33	54	±12	46.0	±11.0	
ARNG	11	±6	9	NR	NR	±11	NR		
USAR	11	±3	16	30	55	±12	45.0	±12.0	
USNR	8	±3	25	20	55	±14	45.0	±14.0	
USMCR	10	±5	NR	NR	NR		NR		
ANG	7	±3	20	19	60	±16	40.0	±16.0	
USAFR	14	±12	9	NR	NR	±14	NR		
Enlisted	11	±3	13	34	52	±14	48.0	±13.0	
Officers	11	±3	11	24	65	±16	35.0	±14.0	
NHPI	14	±12	NR	NR	NR		NR		
ARNG	26	±26	NR	NR	NR		NR		
USAR	6	±3	31	NR	NR	±18	NR		
USNR	2	±4	NR	NR	NR		NR		
ANG	6	±5	NR	NR	NR		NR		
USAFR	6	±6	NR	NR	NR		NR		
Enlisted	15	±13	NR	NR	NR		NR		
Officers	5	±4	NR	NR	NR		NR		
TWO OR MORE RACES	18	±7	5	NR	NR	±5	NR		
ARNG	14	±11	NR	NR	NR		NR		
USAR	21	±18	4	NR	NR	±11	NR		
USNR	14	±7	6	NR	NR	±14	NR		
USMCR	29	±32	NR	NR	NR		NR		
ANG	19	±17	4	NR	NR	±12	NR		
USAFR	22	±15	6	NR	NR	±13	NR		
Enlisted	19	±8	3	NR	NR	±4	NR		
Officers	13	±7	NR	7	NR	±11	NR		
USCGR	10	±3	12	17	71	±11	29.0	±11.0	
White	8	±3	8	14	78	±15	22.0	±15.0	
Black	12	±9	NR	NR	NR		NR		
Hispanic	19	±9	NR	NR	NR		NR		
Other Race/Ethnicity	11	±6	NR	2	NR	±10	NR		
Enlisted	10	±3	12	15	72	±13	28.0	±13.0	
E1 – E4	12	±5	NR	NR	NR		NR		
E5 – E9	7	±3	22	NR	NR	±18	NR		
Officers	11	±4	NR	NR	NR		NR		

NR: Not reportable

78. Please give your opinion about whether the persons below make honest and reasonable efforts to stop racial/ethnic harassment and discrimination, regardless of what is said officially.

a. Senior leadership of my National Guard/Reserve component

1. Yes














































2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL DOD	92	±1	69	7	24	±2	
ARNG	91	±2	68	8	24	±3	
USAR	93	±2	64	8	28	±3	
USNR	95	±2	74	7	19	±3	
USMCR	91	±3	68	6	26	±5	
ANG	94	±2	75	5	19	±4	
USAFR	92	±3	68	5	26	±4	
Enlisted	92	±1	67	8	25	±2	
E1 – E4	92	±2	63	7	30	±3	
E5 – E9	92	±2	70	8	22	±2	
Officers	96	±1	76	4	20	±2	
O1 – O3	94	±2	71	5	23	±3	
O4 – O6	97	±1	79	3	17	±2	
Male	93	±1	70	7	23	±2	
Female	92	±2	61	8	31	±3	
AGR/FTS/AR	92	±2	71	7	22	±4	
Other Selected Reserve	92	±1	68	7	25	±2	
Reserve Unit	92	±1	68	7	24	±2	
Military Technician	95	±2	72	6	22	±5	
IMA	95	±3	69	3	28	±5	
Not Activated Past 12 Months	93	±1	70	6	24	±2	
Activated Past 12 Months	92	±2	67	9	25	±4	
Not Deployed Past 12 Months	93	±1	69	6	24	±2	
Deployed Past 12 Months	91	±2	66	10	24	±3	
Deployed OIF/OEF	90	±2	66	10	24	±4	
WHITE	94	±1	74	5	21	±2	
ARNG	93	±2	73	5	22	±3	
USAR	95	±2	70	6	24	±5	
USNR	96	±2	81	4	16	±5	
USMCR	92	±4	70	4	26	±6	
ANG	95	±2	78	4	18	±5	
USAFR	93	±3	73	4	24	±5	
Enlisted	93	±2	72	5	22	±3	
E1 – E4	94	±2	68	4	27	±4	
E5 – E9	93	±2	75	6	19	±3	
Officers	96	±1	80	2	17	±2	
BLACK	89	±2	51	14	35	±3	
ARNG	88	±3	48	17	34	±5	
USAR	89	±3	50	13	37	±5	
USNR	91	±2	60	8	32	±4	
USMCR	83	±8	61	5	34	±8	
ANG	90	±2	55	12	33	±4	
USAFR	89	±2	55	10	35	±3	
Enlisted	88	±2	51	14	35	±3	
E1 – E4	87	±3	44	15	41	±5	
E5 – E9	89	±2	55	13	31	±3	
Officers	92	±2	58	10	33	±3	

Note. Percent responding are Reserve component members who answered the question.



78a. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
HISPANIC	90	±2	62	10	28	±4	
ARNG	86	±5	61	12	28	±7	
USAR	91	±3	60	8	32	±6	
USNR	93	±3	66	15	19	±8	
USMCR	90	±5	67	8	25	±9	
ANG	93	±3	66	6	27	±9	
USAFR	94	±3	63	9	28	±10	
Enlisted	89	±3	62	10	28	±4	
E1 – E4	88	±4	58	10	32	±6	
E5 – E9	90	±3	64	11	25	±5	
Officers	93	±3	68	8	25	±5	
AIAN	86	±9	70	7	23	±11	
ARNG	86	±13	69	10	21	±16	
USAR	92	±9	NR	3	NR	±3	
USNR	98	±3	NR	3	NR	±4	
ANG	61	±35	85	4	11	±13	
USAFR	96	±3	NR	4	NR	±4	
Enlisted	85	±10	71	7	23	±12	
Officers	96	±3	70	8	22	±14	
ASIAN	91	±3	58	11	31	±5	
ARNG	89	±8	56	10	34	±11	
USAR	90	±3	55	11	34	±9	
USNR	96	±2	65	10	25	±12	
USMCR	92	±5	44	NR	27	±15	
ANG	94	±3	67	8	24	±5	
USAFR	88	±12	66	5	29	±14	
Enlisted	90	±4	57	11	32	±6	
Officers	94	±3	67	9	24	±6	
NHPI	94	±3	68	7	25	±11	
ARNG	96	±6	NR	3	NR	±5	
USAR	91	±3	59	15	26	±8	
USNR	96	±7	NR	6	NR	±11	
ANG	94	±4	82	4	15	±13	
USAFR	93	±6	73	4	23	±10	
Enlisted	94	±3	67	7	26	±12	
Officers	95	±3	76	4	20	±17	
TWO OR MORE RACES	95	±3	65	12	23	±9	
ARNG	93	±6	77	NR	17	±14	
USAR	96	±4	NR	NR	NR		
USNR	95	±5	67	12	22	±14	
USMCR	96	±7	NR	NR	NR		
ANG	97	±2	NR	NR	16	±9	
USAFR	98	±2	NR	NR	NR		
Enlisted	96	±3	66	12	22	±10	
Officers	94	±5	54	19	27	±13	
USCGR	95	±2	74	3	23	±4	
White	96	±2	76	2	22	±5	
Black	92	±8	47	2	52	±15	
Hispanic	91	±6	70	11	19	±11	
Other Race/Ethnicity	94	±6	73	4	24	±10	
Enlisted	95	±2	71	3	26	±5	
E1 – E4	95	±4	66	2	31	±8	
E5 – E9	96	±2	75	4	21	±5	
Officers	94	±3	85	2	13	±5	

NR: Not reportable

78. Please give your opinion about whether the persons below make honest and reasonable efforts to stop racial/ethnic harassment and discrimination, regardless of what is said officially.

b. Senior leadership of my installation/ship























































1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL DOD	92	±1	68	7	25	±2	
ARNG	91	±2	67	8	25	±3	
USAR	93	±2	63	7	30	±3	
USNR	95	±2	74	7	18	±3	
USMCR	91	±3	66	7	27	±5	
ANG	94	±2	77	5	18	±4	
USAFR	92	±3	69	6	25	±4	
Enlisted	92	±1	67	8	26	±2	
E1 – E4	92	±2	61	7	31	±3	
E5 – E9	92	±2	71	8	22	±2	
Officers	96	±1	77	4	18	±2	
O1 – O3	94	±2	71	6	23	±3	
O4 – O6	97	±1	81	4	16	±2	
Male	93	±1	70	7	23	±2	
Female	92	±2	60	8	32	±3	
AGR/FTS/AR	92	±2	72	8	20	±4	
Other Selected Reserve	92	±1	68	7	25	±2	
Reserve Unit	92	±1	68	7	25	±2	
Military Technician	95	±2	72	6	21	±5	
IMA	96	±3	70	2	27	±5	
Not Activated Past 12 Months	93	±1	69	6	24	±2	
Activated Past 12 Months	92	±2	66	9	26	±4	
Not Deployed Past 12 Months	93	±1	69	6	25	±2	
Deployed Past 12 Months	91	±2	66	10	24	±3	
Deployed OIF/OEF	90	±2	64	10	25	±4	
WHITE	94	±1	74	5	22	±2	
ARNG	93	±2	72	6	22	±3	
USAR	95	±2	70	4	26	±5	
USNR	96	±2	81	5	15	±5	
USMCR	92	±4	68	5	26	±6	
ANG	95	±2	81	4	15	±5	
USAFR	93	±3	73	4	23	±5	
Enlisted	93	±2	72	5	23	±3	
E1 – E4	94	±2	66	5	29	±4	
E5 – E9	93	±2	76	5	18	±3	
Officers	97	±1	81	3	16	±2	
BLACK	89	±2	50	13	37	±3	
ARNG	88	±3	47	15	38	±5	
USAR	89	±3	47	14	39	±5	
USNR	91	±2	60	9	31	±4	
USMCR	84	±8	58	6	36	±8	
ANG	90	±2	55	13	32	±4	
USAFR	89	±2	56	9	35	±3	
Enlisted	88	±2	49	13	38	±3	
E1 – E4	88	±3	41	14	45	±5	
E5 – E9	89	±2	54	13	33	±3	
Officers	92	±2	58	9	33	±3	

Note. Percent responding are Reserve component members who answered the question.

78b. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
HISPANIC	90	±2	60	12	28	±4	
ARNG	86	±5	60	14	26	±7	
USAR	91	±3	56	10	34	±6	
USNR	93	±3	66	15	19	±8	
USMCR	89	±5	65	8	27	±9	
ANG	93	±3	65	8	27	±9	
USAFR	94	±3	60	12	27	±10	
Enlisted	89	±3	60	12	28	±4	
E1 – E4	89	±4	56	12	32	±6	
E5 – E9	90	±3	63	12	25	±5	
Officers	93	±3	66	10	24	±5	
AIAN	85	±9	75	7	17	±9	
ARNG	85	±13	72	11	17	±15	
USAR	92	±9	85	3	12	±11	
USNR	98	±3	NR	3	NR	±4	
ANG	60	±35	86	5	10	±13	
USAFR	96	±3	72	4	24	±13	
Enlisted	84	±10	76	7	17	±10	
Officers	96	±3	73	10	18	±12	
ASIAN	90	±3	57	10	32	±5	
ARNG	89	±8	52	10	38	±12	
USAR	89	±3	54	11	35	±9	
USNR	96	±2	65	11	25	±12	
USMCR	92	±5	48	NR	29	±15	
ANG	93	±3	68	8	24	±5	
USAFR	88	±12	67	5	28	±14	
Enlisted	90	±4	55	11	34	±6	
Officers	95	±3	67	9	24	±6	
NHPI	94	±3	68	7	26	±11	
ARNG	96	±6	NR	3	NR	±5	
USAR	91	±4	58	15	27	±8	
USNR	96	±7	NR	5	NR	±11	
ANG	94	±4	82	3	15	±13	
USAFR	93	±6	75	2	23	±10	
Enlisted	93	±3	67	7	27	±12	
Officers	95	±3	77	5	18	±17	
TWO OR MORE RACES	95	±3	66	9	25	±9	
ARNG	93	±6	72	7	20	±15	
USAR	96	±4	NR	2	NR	±3	
USNR	95	±5	68	11	21	±13	
USMCR	96	±7	NR	NR	NR		
ANG	97	±2	NR	NR	16	±9	
USAFR	98	±2	NR	NR	NR		
Enlisted	95	±3	68	8	24	±10	
Officers	94	±5	56	16	28	±13	
USCGR	95	±2	74	3	23	±4	
White	96	±2	75	3	22	±5	
Black	92	±8	50	2	48	±15	
Hispanic	91	±6	74	6	20	±11	
Other Race/Ethnicity	94	±6	74	3	23	±10	
Enlisted	95	±2	71	3	25	±5	
E1 – E4	95	±4	67	3	30	±8	
E5 – E9	96	±2	75	4	22	±5	
Officers	94	±3	85	2	13	±5	

NR: Not reportable

78. Please give your opinion about whether the persons below make honest and reasonable efforts to stop racial/ethnic harassment and discrimination, regardless of what is said officially.

c. My immediate supervisor
















































1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL DOD	92	±1	72	7	21	±2	
ARNG	91	±2	71	8	21	±3	
USAR	93	±2	68	7	25	±3	
USNR	95	±2	76	7	17	±3	
USMCR	91	±3	69	8	24	±5	
ANG	94	±2	78	5	17	±4	
USAFR	92	±3	72	6	22	±4	
Enlisted	92	±1	70	8	22	±2	
E1 – E4	92	±2	65	8	27	±3	
E5 – E9	92	±2	73	8	19	±2	
Officers	96	±1	81	4	15	±2	
O1 – O3	94	±2	77	5	18	±3	
O4 – O6	97	±1	83	3	13	±2	
Male	93	±1	73	7	20	±2	
Female	92	±2	64	8	28	±3	
AGR/FTS/AR	91	±2	75	7	18	±4	
Other Selected Reserve	92	±1	71	7	21	±2	
Reserve Unit	92	±1	71	7	21	±2	
Military Technician	95	±2	75	6	18	±5	
IMA	96	±3	74	4	22	±5	
Not Activated Past 12 Months	93	±1	72	6	21	±2	
Activated Past 12 Months	92	±2	70	9	21	±4	
Not Deployed Past 12 Months	93	±1	72	6	22	±2	
Deployed Past 12 Months	91	±2	69	11	20	±3	
Deployed OIF/OEF	90	±2	68	11	21	±4	
WHITE	94	±1	76	5	18	±2	
ARNG	93	±2	75	6	19	±3	
USAR	94	±3	75	4	21	±4	
USNR	96	±2	82	4	14	±5	
USMCR	93	±4	71	6	23	±6	
ANG	95	±3	81	4	15	±5	
USAFR	93	±3	77	4	19	±5	
Enlisted	93	±2	75	6	20	±2	
E1 – E4	93	±2	70	6	24	±4	
E5 – E9	93	±2	78	6	17	±3	
Officers	97	±1	85	3	13	±2	
BLACK	89	±2	57	13	30	±3	
ARNG	88	±3	54	16	29	±5	
USAR	89	±3	55	13	33	±5	
USNR	90	±2	61	9	30	±4	
USMCR	84	±8	64	6	31	±8	
ANG	90	±2	63	11	26	±4	
USAFR	89	±2	60	11	29	±3	
Enlisted	89	±2	56	13	31	±3	
E1 – E4	88	±3	48	15	38	±5	
E5 – E9	89	±2	61	13	26	±3	
Officers	92	±2	63	10	27	±3	

Note. Percent responding are Reserve component members who answered the question.

78c. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
HISPANIC	90	±2	63	12	25	±4	
ARNG	86	±5	62	14	25	±7	
USAR	91	±3	62	9	29	±6	
USNR	93	±3	70	14	16	±7	
USMCR	90	±5	67	11	23	±9	
ANG	93	±3	66	12	22	±9	
USAFR	94	±3	62	12	25	±10	
Enlisted	89	±3	63	12	25	±4	
E1 – E4	89	±4	59	11	30	±6	
E5 – E9	90	±3	66	13	21	±5	
Officers	93	±3	72	9	19	±5	
AIAN	85	±9	72	7	21	±11	
ARNG	85	±13	71	10	20	±16	
USAR	92	±9	NR	3	NR	±3	
USNR	98	±3	NR	3	NR	±3	
ANG	61	±35	86	6	9	±13	
USAFR	96	±3	69	8	23	±14	
Enlisted	84	±10	72	7	21	±12	
Officers	96	±3	74	8	18	±12	
ASIAN	90	±3	59	9	32	±5	
ARNG	89	±8	56	9	35	±12	
USAR	90	±3	57	9	34	±9	
USNR	95	±2	66	11	23	±12	
USMCR	90	±5	51	NR	34	±17	
ANG	94	±3	72	8	20	±5	
USAFR	88	±12	54	5	41	±16	
Enlisted	90	±4	56	10	34	±6	
Officers	94	±3	71	6	23	±6	
NHPI	94	±3	69	12	19	±13	
ARNG	96	±6	NR	NR	NR		
USAR	91	±4	64	16	21	±8	
USNR	96	±7	NR	6	NR	±11	
ANG	94	±4	83	3	14	±12	
USAFR	93	±6	71	6	22	±10	
Enlisted	93	±3	68	13	19	±15	
Officers	95	±3	78	5	17	±17	
TWO OR MORE RACES	95	±3	72	6	22	±8	
ARNG	93	±6	75	5	20	±14	
USAR	96	±4	NR	4	NR	±5	
USNR	95	±5	68	10	22	±13	
USMCR	96	±7	NR	NR	13	±14	
ANG	97	±2	77	4	19	±14	
USAFR	98	±2	NR	6	NR	±8	
Enlisted	95	±3	74	4	22	±9	
Officers	94	±5	57	17	26	±12	
USCGR	95	±2	75	4	21	±4	
White	95	±2	76	3	20	±5	
Black	92	±8	58	4	38	±15	
Hispanic	91	±6	74	6	20	±11	
Other Race/Ethnicity	93	±6	73	3	24	±10	
Enlisted	95	±2	73	4	23	±5	
E1 – E4	94	±4	69	4	27	±8	
E5 – E9	95	±2	76	4	20	±5	
Officers	95	±3	85	1	13	±5	

NR: Not reportable

**79. Has the military paid too much or too little attention to racial/ethnic harassment and discrimination during the past several years?**

1. Too much attention

2. The right amount of attention

3. Too little attention

	Percent Responding		Percentages			Max ME
			1	2	3	
<b>TOTAL DOD</b>	92	±1	24	64	12	±2
ARNG	91	±2	23	65	12	±3
USAR	93	±2	23	61	16	±3
USNR	96	±2	22	67	11	±4
USMCR	92	±3	30	64	6	±5
ANG	93	±2	26	66	7	±4
USAFR	93	±2	22	67	10	±4
Enlisted	92	±1	23	64	13	±2
E1 – E4	91	±2	20	69	12	±3
E5 – E9	92	±2	25	61	13	±3
Officers	96	±1	29	63	8	±2
O1 – O3	94	±2	27	63	10	±3
O4 – O6	97	±1	29	64	6	±3
Male	93	±1	26	64	11	±2
Female	92	±2	14	67	19	±3
AGR/FTS/AR	92	±2	25	62	13	±4
Other Selected Reserve	92	±1	24	65	12	±2
Reserve Unit	92	±1	23	65	12	±2
Military Technician	95	±2	25	66	9	±5
IMA	96	±3	29	62	9	±6
Not Activated Past 12 Months	94	±1	23	66	11	±2
Activated Past 12 Months	92	±2	27	60	13	±4
Not Deployed Past 12 Months	93	±1	22	67	11	±2
Deployed Past 12 Months	91	±2	29	57	14	±3
Deployed OIF/OEF	90	±2	28	57	15	±4
<b>WHITE</b>	94	±1	30	65	5	±2
ARNG	93	±2	28	66	6	±3
USAR	95	±2	34	58	8	±5
USNR	97	±2	28	67	5	±5
USMCR	93	±4	38	60	2	±7
ANG	94	±3	31	67	2	±5
USAFR	94	±3	30	66	4	±6
Enlisted	93	±2	29	65	6	±3
E1 – E4	93	±2	25	69	6	±4
E5 – E9	93	±2	33	61	6	±3
Officers	97	±1	34	64	3	±3
<b>BLACK</b>	89	±2	3	58	39	±3
ARNG	88	±3	3	54	44	±5
USAR	89	±3	4	59	38	±5
USNR	91	±2	3	62	35	±5
USMCR	82	±8	3	68	29	±8
ANG	90	±2	2	57	42	±4
USAFR	89	±2	1	65	34	±3
Enlisted	88	±2	3	58	39	±3
E1 – E4	86	±3	4	60	35	±5
E5 – E9	89	±2	2	56	42	±3
Officers	92	±3	2	58	40	±3

Note. Percent responding are Reserve component members who answered the question.

79. Continued	Percent Responding		Percentages			Max ME
			1	2	3	
HISPANIC	89	±2	12	69	19	±3
ARNG	85	±5	12	67	21	±6
USAR	91	±3	10	71	20	±5
USNR	93	±3	15	69	17	±8
USMCR	89	±5	13	75	12	±8
ANG	92	±3	14	63	23	±9
USAFR	95	±2	10	75	15	±8
Enlisted	89	±3	11	69	19	±4
E1 – E4	88	±4	9	72	19	±6
E5 – E9	90	±3	12	68	20	±5
Officers	93	±3	16	67	17	±5
AIAN	87	±9	30	60	10	±12
ARNG	85	±13	31	NR	13	±18
USAR	97	±3	NR	NR	8	±7
USNR	98	±3	NR	NR	8	±8
ANG	61	±35	NR	NR	5	±6
USAFR	96	±3	NR	NR	8	±6
Enlisted	86	±10	30	59	11	±13
Officers	96	±3	27	67	6	±15
ASIAN	92	±3	15	67	18	±5
ARNG	92	±5	17	63	20	±12
USAR	91	±3	13	63	24	±10
USNR	95	±2	15	70	14	±11
USMCR	92	±4	12	68	20	±16
ANG	92	±3	15	73	11	±5
USAFR	88	±12	10	79	11	±7
Enlisted	91	±3	13	68	19	±6
Officers	94	±3	21	66	13	±6
NHPI	92	±4	10	71	19	±13
ARNG	95	±6	6	NR	NR	±11
USAR	87	±6	19	65	16	±6
USNR	96	±7	11	NR	NR	±15
ANG	95	±4	10	80	11	±13
USAFR	91	±6	5	78	17	±10
Enlisted	92	±4	10	69	21	±14
Officers	96	±3	10	83	7	±9
TWO OR MORE RACES	95	±3	21	68	12	±9
ARNG	94	±6	32	58	10	±18
USAR	96	±4	8	82	10	±11
USNR	96	±5	16	71	13	±12
USMCR	96	±7	9	88	3	±13
ANG	97	±2	13	NR	NR	±13
USAFR	98	±2	NR	NR	13	±9
Enlisted	96	±3	20	69	11	±10
Officers	94	±5	26	62	12	±11
USCGR	96	±2	21	70	8	±4
White	97	±2	24	72	4	±5
Black	93	±8	NR	58	42	±15
Hispanic	91	±6	12	59	29	±12
Other Race/Ethnicity	95	±5	12	76	11	±8
Enlisted	96	±2	22	69	8	±5
E1 – E4	95	±4	22	70	8	±8
E5 – E9	96	±2	23	69	9	±5
Officers	96	±3	16	75	9	±6

NR: Not reportable

## 80. How would you rate race relations...

## a. In your military work group?

1. Poor  
4. Very good2. Fair  
5. Excellent

3. Good

	Percent Responding		Percentages					Max ME	Average Race Relations		
			1	2	3	4	5				
TOTAL DOD	93	±1	1	4	18	29	47	±2	4.2	±0.1	
ARNG	92	±2	1	4	19	28	47	±3	4.2	±0.1	
USAR	93	±2	1	6	20	30	43	±3	4.1	±0.1	
USNR	96	±2	1	4	16	28	51	±4	4.2	±0.1	
USMCR	92	±3	1	3	13	27	57	±5	4.4	±0.1	
ANG	94	±2	1	2	18	28	50	±4	4.3	±0.1	
USAFR	94	±2	1	5	14	33	48	±4	4.2	±0.1	
Enlisted	92	±1	1	5	19	28	46	±2	4.1	±0.1	
E1 – E4	92	±2	1	5	20	24	50	±3	4.2	±0.1	
E5 – E9	92	±2	1	4	19	32	44	±3	4.1	±0.1	
Officers	96	±1	1	3	13	31	53	±2	4.3	±0.1	
O1 – O3	94	±2	1	4	16	31	49	±3	4.2	±0.1	
O4 – O6	97	±1	0	2	11	31	55	±3	4.4	±0.1	
Male	93	±1	1	4	17	29	49	±2	4.2	±0.1	
Female	93	±2	2	7	23	29	39	±3	4.0	±0.1	
AGR/FTS/AR	92	±2	2	4	18	30	47	±4	4.2	±0.1	
Other Selected Reserve	93	±1	1	4	18	29	48	±2	4.2	±0.1	
Reserve Unit	93	±1	1	4	18	29	47	±2	4.2	±0.1	
Military Technician	96	±2	1	4	16	30	49	±5	4.2	±0.1	
IMA	96	±3	0	4	11	28	57	±5	4.4	±0.1	
Not Activated Past 12 Months	94	±1	1	4	18	30	48	±2	4.2	±0.1	
Activated Past 12 Months	93	±2	1	6	22	23	49	±4	4.1	±0.1	
Not Deployed Past 12 Months	94	±1	1	4	18	29	48	±2	4.2	±0.1	
Deployed Past 12 Months	91	±2	2	6	19	28	45	±3	4.1	±0.1	
Deployed OIF/OEF	91	±2	2	7	19	28	45	±4	4.1	±0.1	
WHITE	94	±1	1	2	16	29	53	±2	4.3	±0.1	
ARNG	93	±2	1	2	18	28	52	±3	4.3	±0.1	
USAR	95	±2	1	2	16	31	50	±5	4.3	±0.1	
USNR	97	±2	1	1	14	26	58	±5	4.4	±0.1	
USMCR	93	±4	1	2	10	25	62	±7	4.5	±0.2	
ANG	95	±2	1	1	17	28	53	±5	4.3	±0.1	
USAFR	94	±3	0	3	11	33	53	±6	4.4	±0.1	
Enlisted	94	±2	1	2	17	28	52	±3	4.3	±0.1	
E1 – E4	94	±2	1	2	18	24	55	±4	4.3	±0.1	
E5 – E9	94	±2	1	2	16	32	49	±3	4.3	±0.1	
Officers	97	±1	0	1	10	31	57	±3	4.4	±0.1	
BLACK	90	±2	3	13	28	29	26	±3	3.6	±0.1	
ARNG	89	±3	4	14	26	28	27	±4	3.6	±0.1	
USAR	90	±3	3	13	30	30	24	±4	3.6	±0.1	
USNR	92	±2	2	14	25	32	28	±5	3.7	±0.1	
USMCR	83	±8	1	8	22	34	35	±9	4.0	±0.2	
ANG	91	±2	4	15	29	28	24	±4	3.5	±0.1	
USAFR	90	±2	3	12	28	30	26	±3	3.6	±0.1	
Enlisted	89	±2	4	14	28	29	26	±3	3.6	±0.1	
E1 – E4	88	±3	3	14	26	23	33	±5	3.7	±0.2	
E5 – E9	90	±2	4	13	28	33	22	±3	3.6	±0.1	
Officers	92	±2	2	12	31	32	23	±3	3.6	±0.1	

Note. Percent responding are Reserve component members who answered the question.



2007 Workplace and Equal Opportunity Survey of Reserve Component Members

80a. Continued	Percent Responding		Percentages					Max ME	Average Race Relations		
			1	2	3	4	5				
HISPANIC	90	±2	2	6	20	28	44	±4	4.1	±0.1	
ARNG	87	±5	3	6	21	26	44	±6	4.0	±0.2	
USAR	92	±3	2	6	21	28	44	±6	4.1	±0.2	
USNR	94	±3	1	7	16	34	42	±8	4.1	±0.2	
USMCR	90	±5	1	3	19	27	50	±9	4.2	±0.2	
ANG	93	±3	1	4	19	31	45	±9	4.2	±0.2	
USAFR	95	±2	1	6	17	34	43	±9	4.1	±0.2	
Enlisted	90	±2	2	6	20	28	44	±4	4.1	±0.1	
E1 – E4	90	±4	2	6	20	24	47	±6	4.1	±0.2	
E5 – E9	91	±3	2	5	21	31	41	±5	4.0	±0.1	
Officers	93	±3	1	6	17	30	46	±5	4.1	±0.1	
AIAN	86	±9	1	3	24	23	49	±11	4.2	±0.2	
ARNG	85	±13	2	2	33	19	NR	±18	4.0	±0.4	
USAR	97	±3	1	3	14	NR	NR	±14	4.2	±0.3	
USNR	98	±3	0	4	11	11	74	±16	4.5	±0.3	
ANG	61	±35	1	2	10	NR	NR	±10	4.5	±0.4	
USAFR	96	±4	0	7	14	17	62	±15	4.3	±0.3	
Enlisted	86	±10	1	3	26	22	49	±12	4.2	±0.3	
Officers	94	±6	NR	2	9	35	50	±15	4.2	±0.3	
ASIAN	92	±3	2	9	19	30	39	±5	3.9	±0.2	
ARNG	93	±5	6	8	20	24	43	±13	3.9	±0.3	
USAR	91	±3	2	13	23	30	31	±12	3.8	±0.2	
USNR	96	±2	0	12	16	32	40	±12	4.0	±0.3	
USMCR	92	±5	0	NR	19	34	34	±16	3.9	±0.4	
ANG	94	±3	0	6	19	32	43	±5	4.1	±0.1	
USAFR	88	±12	1	3	12	37	47	±16	4.3	±0.2	
Enlisted	92	±3	3	10	20	29	38	±6	3.9	±0.2	
Officers	95	±3	1	4	17	32	46	±6	4.2	±0.1	
NHPI	94	±3	1	4	27	30	38	±13	4.0	±0.2	
ARNG	96	±6	1	2	NR	NR	NR	±4	3.8	±0.4	
USAR	91	±3	2	6	19	34	39	±7	4.0	±0.2	
USNR	96	±7	NR	1	NR	NR	NR	±4	4.6	±0.4	
ANG	95	±3	1	3	13	NR	NR	±11	4.2	±0.2	
USAFR	93	±6	0	7	19	27	46	±11	4.1	±0.3	
Enlisted	94	±3	1	4	29	31	35	±15	4.0	±0.2	
Officers	96	±3	0	3	10	28	59	±17	4.4	±0.3	
TWO OR MORE RACES	95	±3	1	7	15	32	45	±9	4.1	±0.2	
ARNG	93	±6	2	2	13	NR	37	±16	4.1	±0.3	
USAR	93	±8	1	NR	NR	11	NR	±8	3.9	±0.6	
USNR	95	±5	1	4	19	NR	42	±15	4.1	±0.2	
USMCR	96	±7	1	NR	NR	NR	NR	±5	NR		
ANG	97	±2	1	NR	8	22	63	±17	4.4	±0.4	
USAFR	98	±2	1	NR	17	NR	NR	±11	4.0	±0.4	
Enlisted	95	±4	1	7	15	33	45	±11	4.1	±0.2	
Officers	94	±5	1	9	16	26	47	±14	4.1	±0.3	
USCGR	96	±2	0	3	16	31	49	±4	4.3	±0.1	
White	97	±2	0	2	15	33	51	±5	4.3	±0.1	
Black	97	±5	NR	14	29	29	25	±15	3.6	±0.4	
Hispanic	93	±5	3	9	21	20	47	±11	4.0	±0.3	
Other Race/Ethnicity	95	±5	1	5	15	30	49	±9	4.2	±0.2	
Enlisted	96	±2	0	4	17	32	48	±5	4.2	±0.1	
E1 – E4	96	±4	0	5	17	30	48	±8	4.2	±0.2	
E5 – E9	97	±2	0	3	16	33	47	±5	4.2	±0.1	
Officers	96	±3	1	1	13	29	56	±7	4.4	±0.2	

NR: Not reportable

## 80. How would you rate race relations...

## b. At your military duty station?

1. Poor  
4. Very good2. Fair  
5. Excellent

3. Good

	Percent Responding		Percentages					Max ME	Average Race Relations		
			1	2	3	4	5				
TOTAL DOD	93	±1	1	5	20	29	45	±2	4.1	±0.1	
ARNG	92	±2	1	5	21	28	45	±3	4.1	±0.1	
USAR	92	±2	2	6	21	31	40	±3	4.0	±0.1	
USNR	96	±1	1	5	16	30	48	±4	4.2	±0.1	
USMCR	91	±3	1	4	15	26	54	±5	4.3	±0.1	
ANG	94	±2	1	3	20	28	48	±4	4.2	±0.1	
USAFR	93	±2	1	5	17	33	44	±4	4.1	±0.1	
Enlisted	92	±1	2	5	21	29	44	±2	4.1	±0.1	
E1 – E4	92	±2	1	5	20	25	48	±3	4.1	±0.1	
E5 – E9	92	±2	2	5	21	32	42	±3	4.1	±0.1	
Officers	96	±1	1	3	14	33	48	±2	4.3	±0.1	
O1 – O3	94	±2	1	5	17	33	45	±3	4.2	±0.1	
O4 – O6	97	±1	1	3	13	33	51	±3	4.3	±0.1	
Male	93	±1	1	4	18	29	47	±2	4.2	±0.1	
Female	92	±2	3	7	25	28	37	±3	3.9	±0.1	
AGR/FTS/AR	92	±2	2	6	18	28	45	±4	4.1	±0.1	
Other Selected Reserve	93	±1	1	5	20	29	45	±2	4.1	±0.1	
Reserve Unit	93	±1	1	5	20	29	45	±2	4.1	±0.1	
Military Technician	95	±2	1	4	18	31	46	±5	4.2	±0.1	
IMA	95	±3	0	3	14	31	51	±6	4.3	±0.1	
Not Activated Past 12 Months	93	±1	1	4	19	30	45	±2	4.1	±0.1	
Activated Past 12 Months	93	±2	2	6	22	24	47	±4	4.1	±0.1	
Not Deployed Past 12 Months	93	±1	1	4	19	30	46	±2	4.1	±0.1	
Deployed Past 12 Months	91	±2	2	6	21	28	43	±3	4.0	±0.1	
Deployed OIF/OEF	91	±2	2	7	20	28	43	±4	4.0	±0.1	
WHITE	94	±1	1	2	17	29	51	±2	4.3	±0.1	
ARNG	93	±2	1	3	19	28	50	±3	4.2	±0.1	
USAR	94	±3	0	3	17	33	47	±5	4.2	±0.1	
USNR	97	±2	1	1	14	29	55	±5	4.4	±0.1	
USMCR	93	±4	0	2	13	25	60	±7	4.4	±0.2	
ANG	95	±3	1	1	19	28	52	±5	4.3	±0.1	
USAFR	94	±3	0	3	13	33	50	±6	4.3	±0.1	
Enlisted	93	±2	1	3	18	28	50	±3	4.2	±0.1	
E1 – E4	94	±2	1	3	18	25	53	±4	4.3	±0.1	
E5 – E9	93	±2	1	2	19	31	48	±3	4.2	±0.1	
Officers	96	±1	0	2	12	34	53	±3	4.4	±0.1	
BLACK	89	±2	5	14	30	29	22	±3	3.5	±0.1	
ARNG	88	±3	5	15	28	28	24	±4	3.5	±0.1	
USAR	89	±3	6	12	31	30	21	±4	3.5	±0.1	
USNR	92	±2	3	14	27	32	25	±5	3.6	±0.1	
USMCR	83	±8	1	10	23	35	31	±9	3.9	±0.2	
ANG	91	±2	5	19	31	26	18	±3	3.3	±0.1	
USAFR	89	±2	4	14	31	30	22	±3	3.5	±0.1	
Enlisted	89	±2	5	14	29	29	23	±3	3.5	±0.1	
E1 – E4	88	±3	4	13	27	24	31	±5	3.6	±0.2	
E5 – E9	89	±2	5	14	30	32	17	±3	3.4	±0.1	
Officers	92	±2	2	14	33	32	19	±3	3.5	±0.1	

Note. Percent responding are Reserve component members who answered the question.

2007 Workplace and Equal Opportunity Survey of Reserve Component Members

80b. Continued	Percent Responding		Percentages					Max ME	Average Race Relations		
			1	2	3	4	5				
HISPANIC	90	±2	2	6	21	29	42	±4	4.0	±0.1	
ARNG	86	±5	3	6	22	26	43	±6	4.0	±0.2	
USAR	90	±4	2	7	23	28	41	±6	4.0	±0.2	
USNR	94	±3	1	8	17	36	39	±8	4.0	±0.2	
USMCR	90	±5	1	3	20	28	48	±9	4.2	±0.2	
ANG	93	±3	1	5	21	30	43	±9	4.1	±0.2	
USAFR	95	±2	1	5	19	34	40	±9	4.1	±0.2	
Enlisted	89	±3	2	6	21	28	42	±4	4.0	±0.1	
E1 – E4	89	±4	2	7	22	23	46	±6	4.0	±0.2	
E5 – E9	89	±3	2	5	21	33	39	±5	4.0	±0.1	
Officers	93	±3	1	6	17	33	43	±5	4.1	±0.1	
AIAN	86	±9	2	2	26	27	44	±11	4.1	±0.2	
ARNG	85	±13	2	2	34	24	37	±17	3.9	±0.3	
USAR	96	±3	1	2	18	NR	NR	±15	4.1	±0.4	
USNR	95	±6	1	4	12	12	72	±17	4.5	±0.3	
ANG	60	±35	2	2	10	NR	NR	±9	4.4	±0.4	
USAFR	96	±3	1	5	14	22	58	±16	4.3	±0.3	
Enlisted	85	±10	1	2	27	26	44	±13	4.1	±0.3	
Officers	96	±3	NR	2	12	36	45	±15	4.1	±0.3	
ASIAN	92	±3	3	10	20	31	36	±5	3.9	±0.2	
ARNG	93	±5	NR	9	21	24	40	±12	3.9	±0.3	
USAR	90	±3	3	13	23	31	30	±12	3.7	±0.3	
USNR	96	±2	0	12	18	33	37	±12	4.0	±0.3	
USMCR	91	±5	0	NR	22	28	32	±15	3.7	±0.4	
ANG	93	±3	0	7	21	32	40	±5	4.0	±0.1	
USAFR	88	±12	1	3	13	48	35	±14	4.1	±0.1	
Enlisted	91	±3	3	12	21	30	35	±6	3.8	±0.2	
Officers	94	±3	3	3	18	33	42	±6	4.1	±0.2	
NHPI	94	±3	1	4	28	31	35	±13	3.9	±0.2	
ARNG	96	±6	1	2	NR	NR	NR	±4	3.8	±0.4	
USAR	91	±3	2	6	21	35	36	±7	4.0	±0.2	
USNR	96	±7	NR	2	NR	NR	NR	±7	4.5	±0.4	
ANG	95	±4	1	3	16	NR	NR	±13	4.1	±0.3	
USAFR	93	±6	3	9	21	27	40	±11	3.9	±0.3	
Enlisted	94	±3	1	4	30	32	32	±14	3.9	±0.2	
Officers	95	±3	NR	4	12	30	NR	±16	4.4	±0.3	
TWO OR MORE RACES	95	±3	2	7	17	31	43	±9	4.1	±0.2	
ARNG	93	±6	2	2	14	42	40	±17	4.2	±0.3	
USAR	93	±8	1	NR	NR	NR	NR	±1	4.0	±0.6	
USNR	95	±5	2	5	22	NR	40	±14	4.0	±0.2	
USMCR	96	±7	1	NR	NR	NR	NR	±5	NR		
ANG	97	±2	NR	3	NR	21	NR	±14	4.1	±0.5	
USAFR	98	±2	1	NR	20	NR	NR	±18	3.8	±0.4	
Enlisted	95	±4	1	7	17	32	43	±11	4.1	±0.2	
Officers	94	±5	NR	6	18	24	46	±11	4.0	±0.4	
USCGR	96	±2	0	3	18	31	48	±4	4.2	±0.1	
White	97	±2	0	1	16	32	51	±5	4.3	±0.1	
Black	97	±5	1	18	30	34	17	±15	3.5	±0.3	
Hispanic	93	±5	2	13	22	20	44	±12	3.9	±0.3	
Other Race/Ethnicity	95	±5	2	4	16	36	43	±10	4.1	±0.2	
Enlisted	96	±2	0	4	19	31	46	±5	4.2	±0.1	
E1 – E4	96	±4	0	3	20	30	46	±8	4.2	±0.2	
E5 – E9	97	±2	0	4	17	32	46	±5	4.2	±0.1	
Officers	95	±3	1	1	13	31	54	±7	4.4	±0.2	

NR: Not reportable

## 80. How would you rate race relations...

## c. In your National Guard/Reserve component?

1. Poor  
4. Very good2. Fair  
5. Excellent

3. Good

	Percent Responding		Percentages					Max ME	Average Race Relations		
			1	2	3	4	5				
TOTAL DOD	93	±1	2	5	20	29	44	±2	4.1	±0.1	
ARNG	92	±2	2	5	21	28	44	±3	4.1	±0.1	
USAR	93	±2	2	7	21	31	39	±3	4.0	±0.1	
USNR	96	±2	1	4	18	30	47	±4	4.2	±0.1	
USMCR	90	±3	1	3	15	28	54	±5	4.3	±0.1	
ANG	94	±2	1	4	19	30	46	±4	4.2	±0.1	
USAFR	93	±2	1	5	16	33	44	±4	4.2	±0.1	
Enlisted	92	±1	2	6	20	29	44	±2	4.1	±0.1	
E1 – E4	92	±2	2	5	20	25	48	±3	4.1	±0.1	
E5 – E9	92	±2	2	6	21	32	40	±3	4.0	±0.1	
Officers	96	±1	1	4	16	33	46	±2	4.2	±0.1	
O1 – O3	94	±2	2	5	19	33	42	±3	4.1	±0.1	
O4 – O6	97	±1	1	3	13	34	49	±3	4.3	±0.1	
Male	93	±1	1	5	19	30	46	±2	4.1	±0.1	
Female	92	±2	3	7	25	29	36	±3	3.9	±0.1	
AGR/FTS/AR	92	±2	2	6	20	30	41	±4	4.0	±0.1	
Other Selected Reserve	93	±1	2	5	20	29	44	±2	4.1	±0.1	
Reserve Unit	93	±1	2	5	20	29	44	±2	4.1	±0.1	
Military Technician	96	±2	2	5	17	33	43	±5	4.1	±0.1	
IMA	96	±3	1	4	15	29	52	±6	4.3	±0.1	
Not Activated Past 12 Months	94	±1	1	5	19	30	44	±2	4.1	±0.1	
Activated Past 12 Months	93	±2	2	6	21	26	45	±4	4.1	±0.1	
Not Deployed Past 12 Months	93	±1	1	5	19	30	45	±2	4.1	±0.1	
Deployed Past 12 Months	91	±2	3	6	21	29	42	±3	4.0	±0.1	
Deployed OIF/OEF	91	±2	2	7	20	29	41	±4	4.0	±0.1	
WHITE	94	±1	1	3	17	30	49	±2	4.2	±0.1	
ARNG	93	±2	1	3	19	28	49	±3	4.2	±0.1	
USAR	95	±2	1	4	17	33	45	±5	4.2	±0.1	
USNR	97	±2	1	1	15	30	53	±5	4.3	±0.1	
USMCR	91	±4	0	2	12	27	59	±7	4.4	±0.2	
ANG	95	±3	1	2	17	31	49	±5	4.3	±0.1	
USAFR	94	±3	0	2	13	35	50	±6	4.3	±0.1	
Enlisted	93	±2	1	3	18	29	49	±3	4.2	±0.1	
E1 – E4	93	±2	1	3	18	25	53	±4	4.3	±0.1	
E5 – E9	93	±2	1	3	18	32	46	±3	4.2	±0.1	
Officers	97	±1	0	2	13	35	51	±3	4.3	±0.1	
BLACK	89	±2	6	16	29	27	22	±3	3.4	±0.1	
ARNG	89	±3	8	18	26	26	21	±4	3.3	±0.2	
USAR	89	±3	5	14	33	27	22	±4	3.5	±0.1	
USNR	91	±2	3	15	29	28	25	±5	3.6	±0.1	
USMCR	83	±8	1	11	22	35	31	±9	3.8	±0.2	
ANG	91	±2	6	20	32	26	17	±4	3.3	±0.1	
USAFR	89	±2	5	15	29	29	22	±3	3.5	±0.1	
Enlisted	89	±2	6	16	29	27	22	±3	3.4	±0.1	
E1 – E4	88	±3	5	15	26	24	30	±5	3.6	±0.2	
E5 – E9	89	±2	6	17	31	29	17	±3	3.3	±0.1	
Officers	91	±3	5	16	34	28	17	±3	3.4	±0.1	

Note. Percent responding are Reserve component members who answered the question.

2007 Workplace and Equal Opportunity Survey of Reserve Component Members

80c. Continued	Percent Responding		Percentages					Max ME	Average Race Relations		
			1	2	3	4	5				
HISPANIC	90	±2	2	6	21	29	42	±4	4.0	±0.1	
ARNG	87	±5	4	6	20	27	42	±6	4.0	±0.2	
USAR	92	±3	2	7	22	28	41	±6	4.0	±0.2	
USNR	94	±3	1	7	20	33	40	±8	4.0	±0.2	
USMCR	90	±5	1	3	18	30	47	±9	4.2	±0.2	
ANG	94	±3	2	5	22	29	43	±9	4.1	±0.2	
USAFR	95	±2	1	6	22	34	37	±9	4.0	±0.2	
Enlisted	90	±2	3	6	21	28	42	±4	4.0	±0.1	
E1 – E4	90	±4	2	7	20	25	46	±6	4.1	±0.2	
E5 – E9	90	±3	3	6	21	31	38	±5	4.0	±0.1	
Officers	93	±3	2	6	20	33	40	±5	4.0	±0.1	
AIAN	86	±9	2	3	29	30	37	±12	4.0	±0.2	
ARNG	86	±13	2	2	NR	27	29	±16	3.8	±0.3	
USAR	96	±3	1	3	17	NR	NR	±15	4.1	±0.4	
USNR	96	±6	0	5	11	11	73	±17	4.5	±0.3	
ANG	61	±35	1	2	12	NR	NR	±11	4.1	±0.2	
USAFR	96	±3	0	7	16	17	59	±16	4.3	±0.3	
Enlisted	86	±10	1	3	30	30	36	±13	4.0	±0.2	
Officers	96	±3	6	2	14	34	45	±15	4.1	±0.3	
ASIAN	92	±3	4	9	22	31	35	±5	3.8	±0.2	
ARNG	93	±5	6	8	22	28	36	±12	3.8	±0.3	
USAR	90	±3	3	13	23	31	29	±12	3.7	±0.3	
USNR	96	±2	NR	7	17	33	38	±10	3.9	±0.3	
USMCR	90	±5	0	NR	27	29	31	±18	3.8	±0.4	
ANG	93	±3	0	7	20	32	41	±5	4.1	±0.1	
USAFR	88	±12	1	3	22	39	35	±16	4.0	±0.2	
Enlisted	91	±3	4	10	22	31	33	±6	3.8	±0.2	
Officers	94	±3	2	6	20	31	41	±6	4.0	±0.2	
NHPI	94	±3	1	4	28	31	36	±13	4.0	±0.2	
ARNG	96	±6	1	3	NR	NR	NR	±4	3.7	±0.4	
USAR	91	±3	2	6	22	31	38	±7	4.0	±0.2	
USNR	96	±7	NR	NR	NR	NR	NR		4.6	±0.4	
ANG	95	±3	0	3	13	NR	NR	±11	4.2	±0.2	
USAFR	93	±6	1	7	16	29	46	±11	4.1	±0.3	
Enlisted	94	±3	1	4	29	32	34	±15	3.9	±0.2	
Officers	96	±3	1	2	16	23	NR	±16	4.3	±0.3	
TWO OR MORE RACES	94	±3	1	7	20	28	44	±9	4.1	±0.2	
ARNG	93	±6	1	3	19	41	36	±17	4.1	±0.3	
USAR	92	±8	1	NR	NR	10	NR	±8	4.1	±0.6	
USNR	90	±9	2	6	22	NR	37	±14	3.9	±0.2	
USMCR	96	±7	1	NR	NR	NR	NR	±5	NR		
ANG	97	±2	0	4	NR	21	NR	±14	4.2	±0.4	
USAFR	98	±2	1	NR	24	19	NR	±18	3.9	±0.5	
Enlisted	94	±4	1	8	19	28	44	±11	4.1	±0.2	
Officers	91	±6	1	7	25	25	42	±13	4.0	±0.3	
USCGR	96	±2	1	4	17	32	46	±4	4.2	±0.1	
White	96	±2	0	2	17	33	48	±5	4.3	±0.1	
Black	97	±5	NR	19	25	31	22	±15	3.5	±0.4	
Hispanic	93	±5	4	14	21	19	42	±12	3.8	±0.3	
Other Race/Ethnicity	95	±5	2	4	15	37	42	±10	4.1	±0.2	
Enlisted	96	±2	1	4	18	32	45	±5	4.2	±0.1	
E1 – E4	95	±4	0	4	19	30	46	±8	4.2	±0.2	
E5 – E9	97	±2	1	4	17	34	44	±5	4.2	±0.1	
Officers	95	±3	1	3	13	32	50	±7	4.3	±0.2	

NR: Not reportable

## 80. How would you rate race relations...

## d. In the local community around where you live?

1. Poor  
4. Very good2. Fair  
5. Excellent

3. Good

	Percent Responding		Percentages					Max ME	Average Race Relations		
			1	2	3	4	5				
TOTAL DOD	93	±1	3	12	30	28	27	±2	3.6	±0.1	
ARNG	92	±2	3	13	29	27	28	±3	3.6	±0.1	
USAR	93	±2	3	13	30	28	27	±3	3.6	±0.1	
USNR	96	±1	3	12	32	25	27	±4	3.6	±0.1	
USMCR	91	±3	2	12	31	24	31	±5	3.7	±0.2	
ANG	94	±2	2	11	31	29	27	±4	3.7	±0.1	
USAFR	93	±2	2	12	32	30	24	±4	3.6	±0.1	
Enlisted	92	±1	3	12	30	27	27	±2	3.6	±0.1	
E1 – E4	92	±2	4	14	29	24	29	±3	3.6	±0.1	
E5 – E9	92	±2	2	11	32	29	26	±2	3.6	±0.1	
Officers	96	±1	2	11	30	31	26	±2	3.7	±0.1	
O1 – O3	95	±2	2	11	32	30	25	±3	3.6	±0.1	
O4 – O6	97	±1	1	12	28	32	27	±3	3.7	±0.1	
Male	93	±1	3	12	29	28	28	±2	3.7	±0.1	
Female	93	±2	3	13	33	27	23	±3	3.5	±0.1	
AGR/FTS/AR	92	±2	3	10	29	28	30	±4	3.7	±0.1	
Other Selected Reserve	93	±1	3	12	30	28	27	±2	3.6	±0.1	
Reserve Unit	93	±1	3	12	30	28	27	±2	3.6	±0.1	
Military Technician	96	±2	2	10	30	31	28	±5	3.7	±0.2	
IMA	96	±3	2	11	29	31	26	±6	3.7	±0.2	
Not Activated Past 12 Months	94	±1	3	12	30	28	26	±2	3.6	±0.1	
Activated Past 12 Months	93	±2	2	12	30	27	28	±4	3.7	±0.1	
Not Deployed Past 12 Months	93	±1	3	12	31	28	26	±2	3.6	±0.1	
Deployed Past 12 Months	91	±2	3	12	29	27	29	±3	3.7	±0.1	
Deployed OIF/OEF	91	±2	3	13	29	27	29	±4	3.7	±0.1	
WHITE	94	±1	2	11	30	28	29	±2	3.7	±0.1	
ARNG	93	±2	3	12	29	28	29	±3	3.7	±0.1	
USAR	94	±3	2	10	30	28	30	±5	3.7	±0.1	
USNR	98	±2	4	11	33	24	28	±5	3.6	±0.2	
USMCR	92	±4	2	11	31	23	33	±6	3.7	±0.2	
ANG	95	±2	1	9	32	30	27	±5	3.7	±0.1	
USAFR	94	±3	2	10	31	31	26	±6	3.7	±0.2	
Enlisted	93	±2	3	11	30	27	29	±3	3.7	±0.1	
E1 – E4	93	±2	4	13	29	24	30	±4	3.6	±0.1	
E5 – E9	93	±2	2	10	31	30	28	±3	3.7	±0.1	
Officers	97	±1	1	11	30	31	27	±3	3.7	±0.1	
BLACK	89	±2	5	19	34	27	15	±3	3.3	±0.1	
ARNG	89	±3	5	20	33	28	16	±5	3.3	±0.1	
USAR	89	±3	5	18	34	29	14	±5	3.3	±0.1	
USNR	92	±2	4	19	36	25	16	±5	3.3	±0.1	
USMCR	83	±8	2	15	30	28	24	±9	3.6	±0.2	
ANG	91	±2	4	22	39	22	14	±4	3.2	±0.1	
USAFR	90	±2	5	20	34	27	14	±3	3.3	±0.1	
Enlisted	89	±2	5	19	33	27	15	±3	3.3	±0.1	
E1 – E4	88	±3	6	20	29	27	19	±5	3.3	±0.2	
E5 – E9	90	±2	4	19	36	27	13	±3	3.3	±0.1	
Officers	92	±2	3	17	38	30	12	±3	3.3	±0.1	

Note. Percent responding are Reserve component members who answered the question.

## 2007 Workplace and Equal Opportunity Survey of Reserve Component Members

80d. Continued	Percent Responding		Percentages					Max ME	Average Race Relations		
			1	2	3	4	5				
HISPANIC	90	±2	3	11	26	26	33	±3	3.8	±0.1	
ARNG	87	±5	5	10	24	23	39	±6	3.8	±0.2	
USAR	92	±3	2	13	25	25	34	±6	3.8	±0.2	
USNR	94	±3	3	10	30	28	29	±8	3.7	±0.2	
USMCR	90	±5	1	10	33	28	28	±9	3.7	±0.2	
ANG	93	±3	2	14	21	35	28	±9	3.7	±0.2	
USAFR	95	±2	1	10	36	30	22	±10	3.6	±0.2	
Enlisted	90	±3	3	11	27	25	33	±4	3.7	±0.1	
E1 – E4	90	±4	4	11	27	21	37	±6	3.8	±0.2	
E5 – E9	90	±3	3	11	26	29	31	±5	3.7	±0.1	
Officers	93	±3	2	11	23	34	30	±5	3.8	±0.1	
AIAN	87	±9	5	10	32	28	24	±12	3.6	±0.3	
ARNG	86	±13	7	11	28	28	25	±17	3.5	±0.4	
USAR	96	±3	3	7	NR	NR	NR	±9	3.6	±0.4	
USNR	95	±6	2	8	18	NR	NR	±16	4.0	±0.5	
ANG	61	±35	1	5	NR	17	19	±16	3.5	±0.3	
USAFR	96	±4	5	14	NR	13	NR	±10	3.6	±0.5	
Enlisted	86	±10	5	10	32	29	23	±13	3.5	±0.3	
Officers	96	±3	2	13	33	22	30	±17	3.7	±0.4	
ASIAN	92	±3	2	14	28	30	27	±5	3.6	±0.1	
ARNG	93	±5	2	10	27	33	28	±12	3.7	±0.2	
USAR	90	±3	2	18	31	23	25	±11	3.5	±0.2	
USNR	96	±2	1	14	27	30	28	±11	3.7	±0.3	
USMCR	92	±5	5	NR	18	34	22	±17	3.5	±0.4	
ANG	94	±3	3	9	26	32	30	±5	3.8	±0.2	
USAFR	88	±12	1	NR	26	31	26	±14	3.6	±0.3	
Enlisted	92	±3	2	15	27	30	26	±6	3.6	±0.2	
Officers	94	±3	2	10	29	30	29	±6	3.7	±0.2	
NHPI	94	±3	1	6	39	27	27	±13	3.7	±0.2	
ARNG	96	±6	0	4	NR	NR	15	±14	3.5	±0.3	
USAR	91	±3	3	8	27	32	30	±7	3.8	±0.2	
USNR	96	±7	NR	2	NR	NR	NR	±7	NR		
ANG	95	±3	1	7	18	NR	NR	±13	4.0	±0.3	
USAFR	93	±6	0	7	35	24	33	±12	3.8	±0.3	
Enlisted	94	±3	1	6	42	27	24	±13	3.7	±0.2	
Officers	96	±3	1	4	16	31	NR	±18	4.2	±0.3	
TWO OR MORE RACES	95	±3	3	16	29	27	25	±9	3.5	±0.2	
ARNG	92	±6	1	11	38	34	16	±17	3.5	±0.3	
USAR	96	±4	NR	NR	NR	11	NR	±8	3.3	±0.7	
USNR	95	±5	3	12	31	NR	22	±14	3.6	±0.3	
USMCR	96	±7	NR	NR	NR	NR	NR		NR		
ANG	97	±2	2	NR	12	29	NR	±16	3.9	±0.6	
USAFR	97	±2	3	NR	NR	NR	NR	±4	3.5	±0.5	
Enlisted	95	±3	4	16	31	25	25	±11	3.5	±0.3	
Officers	94	±5	1	16	19	40	25	±12	3.7	±0.3	
USCGR	96	±2	4	10	33	28	25	±4	3.6	±0.1	
White	97	±2	4	9	34	29	25	±5	3.6	±0.1	
Black	97	±5	3	15	38	25	19	±15	3.4	±0.3	
Hispanic	93	±5	7	17	20	20	35	±12	3.6	±0.3	
Other Race/Ethnicity	95	±5	3	9	35	28	24	±10	3.6	±0.2	
Enlisted	96	±2	4	8	33	28	27	±5	3.7	±0.1	
E1 – E4	96	±4	5	8	35	26	27	±8	3.6	±0.2	
E5 – E9	97	±2	4	8	30	30	27	±5	3.7	±0.2	
Officers	95	±3	3	16	34	29	17	±7	3.4	±0.2	

NR: Not reportable

**80. How would you rate race relations...****e. In the local community around your military duty station?**1. Poor  
4. Very good2. Fair  
5. Excellent

3. Good

	Percent Responding		Percentages					Max ME	Average Race Relations		
			1	2	3	4	5				
TOTAL DOD	92	±1	2	12	30	28	28	±2	3.7	±0.1	
ARNG	92	±2	3	12	29	28	29	±3	3.7	±0.1	
USAR	92	±2	2	13	31	27	27	±3	3.6	±0.1	
USNR	96	±2	3	11	30	31	25	±4	3.6	±0.1	
USMCR	91	±3	3	11	31	24	31	±5	3.7	±0.2	
ANG	94	±2	2	12	30	28	28	±4	3.7	±0.1	
USAFR	93	±2	2	12	29	32	25	±4	3.7	±0.1	
Enlisted	92	±1	3	12	30	27	28	±2	3.7	±0.1	
E1 – E4	92	±2	3	13	29	25	31	±3	3.7	±0.1	
E5 – E9	92	±2	3	11	31	30	26	±2	3.6	±0.1	
Officers	95	±1	2	11	30	31	26	±2	3.7	±0.1	
O1 – O3	94	±2	2	12	32	30	24	±3	3.6	±0.1	
O4 – O6	97	±1	1	11	29	32	27	±3	3.7	±0.1	
Male	92	±1	2	12	29	28	28	±2	3.7	±0.1	
Female	92	±2	3	13	33	28	24	±3	3.6	±0.1	
AGR/FTS/AR	92	±2	3	13	27	27	29	±4	3.6	±0.1	
Other Selected Reserve	93	±1	2	12	30	28	28	±2	3.7	±0.1	
Reserve Unit	92	±1	2	12	30	28	28	±2	3.7	±0.1	
Military Technician	96	±2	3	9	29	33	27	±5	3.7	±0.1	
IMA	96	±3	1	10	30	31	27	±6	3.7	±0.1	
Not Activated Past 12 Months	93	±1	3	12	30	29	27	±2	3.6	±0.1	
Activated Past 12 Months	93	±2	2	11	31	26	29	±4	3.7	±0.1	
Not Deployed Past 12 Months	93	±1	2	12	30	29	27	±2	3.7	±0.1	
Deployed Past 12 Months	91	±2	3	11	31	26	29	±3	3.7	±0.1	
Deployed OIF/OEF	91	±2	3	11	30	26	29	±4	3.7	±0.1	
WHITE	94	±1	2	11	29	28	30	±2	3.7	±0.1	
ARNG	93	±2	2	11	28	28	31	±3	3.7	±0.1	
USAR	94	±3	2	10	30	28	30	±5	3.8	±0.1	
USNR	97	±2	3	9	31	31	26	±5	3.7	±0.2	
USMCR	92	±4	4	10	29	23	34	±6	3.7	±0.2	
ANG	95	±2	2	11	30	28	29	±5	3.7	±0.2	
USAFR	94	±3	2	11	27	33	27	±6	3.7	±0.2	
Enlisted	93	±2	2	11	29	28	30	±3	3.7	±0.1	
E1 – E4	93	±2	3	12	28	25	33	±4	3.7	±0.1	
E5 – E9	93	±2	2	10	30	30	29	±3	3.7	±0.1	
Officers	96	±1	1	10	30	31	27	±3	3.7	±0.1	
BLACK	89	±2	4	20	35	27	14	±3	3.3	±0.1	
ARNG	89	±3	5	21	33	26	15	±5	3.2	±0.1	
USAR	89	±3	4	18	37	28	13	±5	3.3	±0.1	
USNR	92	±2	3	19	36	27	15	±5	3.3	±0.1	
USMCR	82	±8	1	16	35	26	23	±9	3.5	±0.2	
ANG	91	±2	4	23	38	22	13	±4	3.2	±0.1	
USAFR	90	±2	4	18	36	27	14	±3	3.3	±0.1	
Enlisted	89	±2	5	20	35	26	15	±3	3.3	±0.1	
E1 – E4	88	±3	5	19	32	25	19	±5	3.3	±0.2	
E5 – E9	90	±2	4	20	37	27	12	±3	3.2	±0.1	
Officers	92	±2	3	18	39	29	11	±3	3.3	±0.1	

Note. Percent responding are Reserve component members who answered the question.



2007 Workplace and Equal Opportunity Survey of Reserve Component Members

80e. Continued	Percent Responding		Percentages					Max ME	Average Race Relations		
			1	2	3	4	5				
HISPANIC	90	±2	3	10	28	28	32	±3	3.8	±0.1	
ARNG	86	±5	5	8	26	24	37	±6	3.8	±0.2	
USAR	92	±3	2	11	28	26	32	±6	3.7	±0.2	
USNR	94	±3	2	9	28	34	26	±8	3.7	±0.2	
USMCR	90	±5	2	7	34	28	29	±9	3.8	±0.2	
ANG	93	±3	2	12	23	35	28	±9	3.7	±0.2	
USAFR	95	±2	1	10	35	31	23	±10	3.7	±0.2	
Enlisted	90	±3	3	10	28	27	32	±4	3.8	±0.1	
E1 – E4	89	±4	2	10	28	23	36	±6	3.8	±0.2	
E5 – E9	90	±3	4	9	28	30	29	±4	3.7	±0.1	
Officers	92	±3	2	9	26	34	29	±5	3.8	±0.1	
AIAN	86	±9	4	8	34	24	29	±12	3.7	±0.3	
ARNG	85	±13	6	7	36	27	24	±17	3.6	±0.4	
USAR	96	±3	1	7	NR	NR	NR	±10	4.0	±0.5	
USNR	95	±6	2	13	NR	15	NR	±16	3.8	±0.6	
ANG	61	±35	1	8	NR	16	20	±16	3.4	±0.3	
USAFR	96	±3	3	8	27	NR	NR	±13	3.8	±0.4	
Enlisted	85	±10	4	7	35	24	30	±13	3.7	±0.3	
Officers	96	±3	3	19	29	26	24	±17	3.5	±0.4	
ASIAN	92	±3	1	13	31	29	25	±5	3.6	±0.1	
ARNG	93	±5	2	10	35	31	23	±12	3.6	±0.2	
USAR	90	±3	1	17	31	26	25	±11	3.6	±0.2	
USNR	95	±2	0	18	26	28	28	±14	3.7	±0.3	
USMCR	91	±5	1	16	37	26	20	±17	3.5	±0.3	
ANG	93	±3	2	8	28	32	30	±5	3.8	±0.1	
USAFR	88	±12	1	NR	30	31	26	±14	3.7	±0.3	
Enlisted	91	±3	1	14	32	28	24	±6	3.6	±0.2	
Officers	94	±3	2	8	29	33	27	±5	3.7	±0.2	
NHPI	94	±3	1	9	34	30	26	±13	3.7	±0.2	
ARNG	96	±6	NR	NR	NR	NR	14	±14	3.4	±0.4	
USAR	90	±4	3	8	26	33	30	±8	3.8	±0.2	
USNR	96	±7	NR	NR	NR	NR	NR		NR		
ANG	95	±4	1	4	21	NR	NR	±14	4.0	±0.2	
USAFR	93	±6	0	10	27	30	33	±11	3.8	±0.3	
Enlisted	93	±4	1	9	36	29	24	±14	3.7	±0.2	
Officers	96	±3	1	3	16	34	NR	±18	4.2	±0.3	
TWO OR MORE RACES	94	±3	1	17	30	30	21	±10	3.5	±0.2	
ARNG	92	±7	1	11	36	36	15	±18	3.5	±0.3	
USAR	96	±4	1	NR	NR	NR	NR	±2	3.4	±0.5	
USNR	95	±5	3	16	30	NR	21	±12	3.5	±0.3	
USMCR	96	±7	1	NR	NR	NR	NR	±5	NR		
ANG	97	±2	2	NR	14	23	NR	±14	3.7	±0.6	
USAFR	98	±2	1	NR	NR	NR	18	±17	3.5	±0.4	
Enlisted	95	±4	1	17	31	29	21	±11	3.5	±0.2	
Officers	94	±5	1	22	23	30	24	±13	3.5	±0.3	
USCGR	96	±2	3	11	32	28	26	±4	3.6	±0.1	
White	96	±2	3	10	32	29	25	±5	3.6	±0.1	
Black	97	±5	3	17	42	19	18	±15	3.3	±0.4	
Hispanic	93	±5	3	16	29	16	35	±12	3.6	±0.3	
Other Race/Ethnicity	95	±5	2	11	28	34	24	±10	3.7	±0.2	
Enlisted	96	±2	3	10	31	29	27	±5	3.7	±0.1	
E1 – E4	95	±4	2	12	28	29	29	±8	3.7	±0.2	
E5 – E9	97	±2	3	8	33	29	27	±5	3.7	±0.2	
Officers	95	±3	3	16	39	25	17	±7	3.4	±0.2	

NR: Not reportable

## 81. In your military work group, to what extent...

a. Would members of your work group feel free to report racial/ethnic harassment and discrimination without fear of reprisals?

1. Not at all  
4. Large extent2. Small extent  
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL DOD	91	±1	9	7	24	34	26	±2	3.6	±0.1	
ARNG	91	±2	11	8	25	33	24	±3	3.5	±0.1	
USAR	91	±2	8	8	26	36	22	±3	3.6	±0.1	
USNR	95	±2	8	6	20	36	30	±4	3.7	±0.1	
USMCR	90	±3	11	7	22	30	31	±5	3.6	±0.2	
ANG	92	±2	8	8	21	34	29	±4	3.7	±0.1	
USAFR	93	±2	7	6	21	38	29	±4	3.8	±0.1	
Enlisted	91	±1	10	8	25	33	24	±2	3.5	±0.1	
E1 – E4	91	±2	11	7	29	28	25	±3	3.5	±0.1	
E5 – E9	91	±2	10	8	22	36	24	±3	3.6	±0.1	
Officers	95	±1	5	5	17	41	32	±2	3.9	±0.1	
O1 – O3	93	±2	6	7	21	38	28	±3	3.7	±0.1	
O4 – O6	96	±1	4	4	15	42	35	±3	4.0	±0.1	
Male	92	±1	9	7	23	35	27	±2	3.6	±0.1	
Female	90	±2	9	11	29	30	21	±3	3.4	±0.1	
AGR/FTS/AR	91	±3	11	8	21	34	27	±4	3.6	±0.1	
Other Selected Reserve	92	±1	9	7	24	34	26	±2	3.6	±0.1	
Reserve Unit	91	±1	9	7	24	34	25	±2	3.6	±0.1	
Military Technician	94	±2	10	10	20	37	24	±5	3.6	±0.2	
IMA	95	±3	6	6	14	38	36	±6	3.9	±0.2	
Not Activated Past 12 Months	93	±1	9	7	23	35	26	±2	3.6	±0.1	
Activated Past 12 Months	90	±2	9	8	26	31	26	±4	3.6	±0.1	
Not Deployed Past 12 Months	92	±1	9	7	24	35	26	±2	3.6	±0.1	
Deployed Past 12 Months	90	±2	11	8	24	32	25	±3	3.5	±0.1	
Deployed OIF/OEF	89	±3	11	9	25	31	24	±4	3.5	±0.1	
WHITE	93	±1	8	6	22	37	28	±2	3.7	±0.1	
ARNG	92	±2	10	6	24	35	25	±3	3.6	±0.1	
USAR	93	±3	6	5	22	42	25	±5	3.8	±0.1	
USNR	96	±3	8	4	18	38	33	±5	3.8	±0.2	
USMCR	91	±4	9	5	19	32	34	±6	3.8	±0.2	
ANG	93	±3	7	7	20	36	31	±5	3.8	±0.2	
USAFR	94	±3	6	4	19	38	33	±6	3.9	±0.2	
Enlisted	92	±2	9	6	23	36	26	±3	3.6	±0.1	
E1 – E4	93	±2	9	5	28	31	27	±4	3.6	±0.1	
E5 – E9	92	±2	8	7	19	40	26	±3	3.7	±0.1	
Officers	96	±1	4	4	15	43	35	±3	4.0	±0.1	
BLACK	88	±2	13	13	30	26	18	±3	3.2	±0.1	
ARNG	87	±3	16	14	29	24	17	±5	3.1	±0.2	
USAR	88	±3	11	14	33	25	17	±5	3.2	±0.2	
USNR	90	±2	10	12	27	31	20	±5	3.4	±0.1	
USMCR	81	±8	13	8	32	23	24	±10	3.4	±0.2	
ANG	90	±2	10	16	30	28	17	±4	3.3	±0.1	
USAFR	89	±2	10	13	26	32	19	±3	3.4	±0.1	
Enlisted	87	±2	13	13	31	25	18	±3	3.2	±0.1	
E1 – E4	86	±3	14	12	31	21	22	±5	3.2	±0.2	
E5 – E9	88	±2	13	14	30	28	15	±3	3.2	±0.1	
Officers	91	±2	8	15	28	33	17	±3	3.3	±0.1	

Note. Percent responding are Reserve component members who answered the question.

81a. Continued	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
HISPANIC	88	±2	14	10	24	29	24	±3	3.4	±0.1	
ARNG	85	±5	18	9	25	25	24	±6	3.3	±0.2	
USAR	88	±4	15	9	25	29	21	±6	3.3	±0.2	
USNR	94	±3	8	7	23	33	29	±8	3.7	±0.2	
USMCR	89	±5	17	12	22	25	24	±9	3.3	±0.3	
ANG	93	±3	7	14	25	29	25	±9	3.5	±0.2	
USAFR	94	±2	8	9	23	41	19	±10	3.6	±0.2	
Enlisted	88	±3	15	10	25	28	23	±4	3.4	±0.1	
E1 – E4	87	±4	17	9	27	25	22	±6	3.3	±0.2	
E5 – E9	89	±3	13	10	23	30	24	±5	3.4	±0.2	
Officers	93	±3	9	10	19	36	27	±5	3.6	±0.2	
AIAN	86	±9	6	9	36	21	27	±12	3.6	±0.3	
ARNG	86	±13	6	12	33	18	31	±18	3.6	±0.4	
USAR	92	±9	4	5	NR	NR	7	±6	3.2	±0.2	
USNR	98	±3	8	3	NR	NR	18	±16	3.7	±0.3	
ANG	61	±35	4	4	14	21	NR	±17	4.2	±0.5	
USAFR	95	±4	6	9	17	22	NR	±12	3.9	±0.4	
Enlisted	85	±10	6	9	37	21	27	±13	3.5	±0.3	
Officers	95	±3	6	9	30	23	33	±16	3.7	±0.4	
ASIAN	91	±3	10	10	33	28	19	±5	3.4	±0.1	
ARNG	92	±5	11	9	36	29	16	±12	3.3	±0.3	
USAR	90	±3	10	14	32	26	17	±10	3.3	±0.2	
USNR	94	±3	7	8	28	29	28	±11	3.6	±0.3	
USMCR	92	±5	8	7	48	24	12	±15	3.3	±0.2	
ANG	93	±3	13	14	26	27	20	±5	3.3	±0.2	
USAFR	88	±12	8	4	25	35	27	±15	3.7	±0.3	
Enlisted	91	±3	10	11	35	26	18	±6	3.3	±0.2	
Officers	93	±3	9	7	22	37	25	±6	3.6	±0.2	
NHPI	93	±3	12	7	36	28	18	±13	3.3	±0.2	
ARNG	96	±6	NR	3	NR	NR	10	±11	3.2	±0.4	
USAR	90	±4	14	14	27	26	19	±8	3.2	±0.2	
USNR	96	±7	6	4	NR	11	NR	±16	NR		
ANG	95	±4	7	7	NR	NR	15	±11	3.4	±0.3	
USAFR	90	±7	8	6	30	30	27	±12	3.6	±0.3	
Enlisted	93	±4	13	7	38	26	16	±14	3.3	±0.3	
Officers	95	±3	4	4	14	NR	NR	±10	4.0	±0.3	
TWO OR MORE RACES	94	±3	7	8	20	38	27	±10	3.7	±0.2	
ARNG	93	±6	2	3	17	NR	31	±17	4.0	±0.3	
USAR	94	±5	7	NR	NR	NR	NR	±12	3.5	±0.5	
USNR	95	±5	9	12	25	21	NR	±13	3.6	±0.5	
USMCR	96	±7	5	NR	NR	NR	NR	±10	NR		
ANG	96	±3	NR	5	20	16	NR	±14	3.2	±0.8	
USAFR	91	±11	3	NR	20	NR	9	±14	3.6	±0.3	
Enlisted	94	±4	7	7	19	38	28	±11	3.7	±0.3	
Officers	90	±6	8	9	25	35	22	±15	3.5	±0.4	
USCGR	95	±2	7	5	20	39	28	±4	3.8	±0.1	
White	96	±2	7	3	20	40	30	±5	3.8	±0.1	
Black	94	±7	19	5	30	34	13	±15	3.2	±0.4	
Hispanic	93	±5	5	12	23	42	18	±12	3.6	±0.3	
Other Race/Ethnicity	94	±6	9	13	15	30	34	±9	3.7	±0.3	
Enlisted	95	±2	8	5	21	38	27	±5	3.7	±0.1	
E1 – E4	94	±4	10	6	23	35	25	±8	3.6	±0.2	
E5 – E9	96	±2	7	5	20	41	28	±5	3.8	±0.2	
Officers	95	±3	5	2	16	45	33	±7	4.0	±0.2	

NR: Not reportable

## 81. In your military work group, to what extent...

## b. Would complaints about racial/ethnic harassment and discrimination be taken seriously?

1. Not at all  
4. Large extent

2. Small extent  
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL DOD	91	±1	6	6	18	33	37	±2	3.9	±0.1	
ARNG	91	±2	8	6	20	32	35	±3	3.8	±0.1	
USAR	91	±2	6	6	20	36	32	±3	3.8	±0.1	
USNR	95	±2	5	5	14	31	46	±4	4.1	±0.1	
USMCR	90	±3	8	4	17	31	39	±5	3.9	±0.2	
ANG	92	±2	5	5	16	32	42	±4	4.0	±0.1	
USAFR	93	±2	5	5	14	35	41	±4	4.0	±0.1	
Enlisted	91	±1	7	6	19	32	35	±2	3.8	±0.1	
E1 – E4	91	±2	8	6	23	29	34	±3	3.8	±0.1	
E5 – E9	91	±2	6	7	17	35	35	±3	3.9	±0.1	
Officers	95	±1	3	4	12	36	45	±2	4.2	±0.1	
O1 – O3	93	±2	4	5	16	36	39	±3	4.0	±0.1	
O4 – O6	96	±1	2	3	9	36	50	±3	4.3	±0.1	
Male	92	±1	7	5	17	33	38	±2	3.9	±0.1	
Female	90	±2	6	9	22	33	30	±3	3.7	±0.1	
AGR/FTS/AR	91	±2	7	6	16	32	38	±4	3.9	±0.1	
Other Selected Reserve	92	±1	6	6	18	33	36	±2	3.9	±0.1	
Reserve Unit	91	±1	6	6	19	33	36	±2	3.9	±0.1	
Military Technician	94	±2	7	7	16	33	36	±5	3.8	±0.2	
IMA	95	±3	4	4	10	35	47	±6	4.2	±0.2	
Not Activated Past 12 Months	93	±1	6	5	17	34	37	±2	3.9	±0.1	
Activated Past 12 Months	90	±2	7	6	21	31	35	±4	3.8	±0.1	
Not Deployed Past 12 Months	92	±1	6	5	18	34	37	±2	3.9	±0.1	
Deployed Past 12 Months	89	±2	8	7	20	31	34	±3	3.8	±0.1	
Deployed OIF/OEF	88	±3	8	7	21	29	35	±4	3.7	±0.1	
WHITE	93	±1	5	4	16	35	40	±2	4.0	±0.1	
ARNG	92	±2	7	5	18	34	37	±3	3.9	±0.1	
USAR	93	±3	4	4	15	41	36	±5	4.0	±0.1	
USNR	96	±3	4	3	11	30	51	±5	4.2	±0.2	
USMCR	91	±4	6	3	16	34	42	±7	4.0	±0.2	
ANG	93	±3	4	4	15	32	45	±5	4.1	±0.2	
USAFR	94	±3	4	3	12	35	46	±6	4.2	±0.2	
Enlisted	92	±2	6	5	17	34	38	±3	3.9	±0.1	
E1 – E4	93	±2	7	4	21	31	37	±4	3.9	±0.1	
E5 – E9	92	±2	5	5	14	37	39	±3	4.0	±0.1	
Officers	95	±1	2	3	10	37	49	±3	4.3	±0.1	
BLACK	88	±2	10	11	26	27	25	±3	3.5	±0.1	
ARNG	87	±3	14	12	28	22	24	±5	3.3	±0.2	
USAR	88	±3	10	11	26	30	24	±4	3.5	±0.2	
USNR	90	±2	7	10	22	32	30	±5	3.7	±0.1	
USMCR	82	±8	9	6	23	28	34	±10	3.7	±0.2	
ANG	90	±2	6	13	26	29	26	±4	3.6	±0.1	
USAFR	88	±2	7	10	20	34	28	±3	3.7	±0.1	
Enlisted	87	±2	11	11	26	27	25	±3	3.4	±0.1	
E1 – E4	86	±3	13	9	27	23	27	±5	3.4	±0.2	
E5 – E9	88	±2	10	13	25	29	23	±3	3.4	±0.1	
Officers	91	±2	6	10	23	34	27	±3	3.6	±0.1	

Note. Percent responding are Reserve component members who answered the question.

81b. Continued	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
HISPANIC	88	±2	9	8	21	29	34	±4	3.7	±0.1	
ARNG	85	±5	10	8	21	24	36	±7	3.7	±0.2	
USAR	89	±4	9	6	23	32	31	±6	3.7	±0.2	
USNR	93	±3	5	7	17	35	36	±8	3.9	±0.2	
USMCR	89	±5	16	6	18	26	34	±9	3.6	±0.3	
ANG	92	±3	5	12	21	29	33	±9	3.7	±0.2	
USAFR	94	±2	7	5	20	35	33	±9	3.8	±0.2	
Enlisted	88	±3	9	8	21	28	34	±4	3.7	±0.1	
E1 – E4	87	±4	10	6	25	26	34	±6	3.7	±0.2	
E5 – E9	89	±3	9	9	18	30	33	±5	3.7	±0.2	
Officers	93	±3	5	7	16	34	37	±5	3.9	±0.1	
AIAN	84	±9	4	7	24	32	34	±12	3.8	±0.2	
ARNG	82	±13	5	10	20	NR	31	±17	3.8	±0.3	
USAR	92	±9	2	5	NR	NR	15	±12	3.5	±0.3	
USNR	97	±3	2	2	NR	19	NR	±13	4.3	±0.4	
ANG	61	±35	3	3	8	18	NR	±15	4.4	±0.4	
USAFR	96	±4	4	6	12	27	NR	±13	4.1	±0.4	
Enlisted	83	±10	4	7	24	32	33	±13	3.8	±0.3	
Officers	95	±3	2	8	23	29	38	±18	3.9	±0.3	
ASIAN	91	±3	9	8	26	29	28	±5	3.6	±0.1	
ARNG	92	±5	10	7	27	32	24	±12	3.5	±0.3	
USAR	90	±3	7	11	31	27	23	±10	3.5	±0.2	
USNR	94	±3	10	4	23	25	38	±13	3.8	±0.4	
USMCR	92	±5	8	NR	34	24	20	±16	3.3	±0.3	
ANG	93	±3	9	11	20	32	29	±5	3.6	±0.2	
USAFR	87	±12	6	4	13	32	45	±15	4.1	±0.3	
Enlisted	91	±3	10	9	28	28	26	±6	3.5	±0.2	
Officers	93	±3	4	5	19	35	37	±6	4.0	±0.1	
NHPI	92	±4	10	4	19	42	24	±13	3.6	±0.2	
ARNG	94	±7	NR	1	NR	NR	12	±12	3.5	±0.5	
USAR	90	±4	10	12	23	26	29	±9	3.5	±0.2	
USNR	96	±7	5	NR	NR	NR	NR	±12	NR		
ANG	94	±4	5	4	17	NR	21	±14	3.8	±0.2	
USAFR	90	±7	5	1	20	32	42	±12	4.1	±0.2	
Enlisted	92	±4	11	5	20	42	22	±14	3.6	±0.3	
Officers	95	±3	1	2	11	NR	NR	±9	4.2	±0.3	
TWO OR MORE RACES	94	±3	3	5	21	37	34	±10	3.9	±0.2	
ARNG	93	±6	1	3	11	NR	40	±17	4.2	±0.3	
USAR	94	±5	3	NR	NR	NR	22	±18	3.5	±0.4	
USNR	95	±5	6	8	19	20	NR	±13	3.9	±0.4	
USMCR	96	±7	3	1	NR	NR	NR	±7	NR		
ANG	96	±3	NR	4	21	NR	NR	±16	3.8	±0.6	
USAFR	92	±11	2	4	NR	NR	15	±9	3.7	±0.2	
Enlisted	94	±4	3	5	21	38	33	±11	3.9	±0.2	
Officers	90	±6	4	6	24	30	37	±13	3.9	±0.3	
USCGR	95	±2	4	3	13	36	43	±4	4.1	±0.1	
White	95	±2	3	2	13	36	45	±5	4.2	±0.1	
Black	94	±7	14	4	18	39	24	±15	3.5	±0.4	
Hispanic	90	±6	4	9	14	39	34	±12	3.9	±0.3	
Other Race/Ethnicity	93	±6	6	7	12	29	46	±9	4.0	±0.3	
Enlisted	95	±2	5	4	14	35	42	±5	4.1	±0.1	
E1 – E4	94	±4	6	4	14	32	43	±8	4.0	±0.2	
E5 – E9	95	±2	3	3	14	37	42	±5	4.1	±0.1	
Officers	95	±3	2	1	9	40	48	±7	4.3	±0.1	

NR: Not reportable

## 81. In your military work group, to what extent...

## c. Would people be able to get away with racial/ethnic harassment and discrimination?

1. Not at all  
4. Large extent

2. Small extent  
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL DOD	91	±1	49	22	14	7	7	±2	2.0	±0.1	
ARNG	91	±2	48	22	16	7	6	±3	2.0	±0.1	
USAR	91	±2	46	23	16	8	7	±3	2.1	±0.1	
USNR	95	±2	59	19	10	6	6	±4	1.8	±0.1	
USMCR	90	±3	46	22	15	9	8	±5	2.1	±0.2	
ANG	92	±2	52	23	12	7	6	±4	1.9	±0.1	
USAFR	92	±2	52	21	12	6	9	±4	2.0	±0.1	
Enlisted	91	±1	49	22	15	8	7	±2	2.0	±0.1	
E1 – E4	91	±2	48	20	18	7	7	±3	2.1	±0.1	
E5 – E9	91	±2	49	23	13	8	6	±3	2.0	±0.1	
Officers	95	±1	53	25	10	6	6	±2	1.9	±0.1	
O1 – O3	93	±2	48	25	13	7	6	±3	2.0	±0.1	
O4 – O6	96	±1	56	25	7	6	7	±3	1.8	±0.1	
Male	92	±1	50	22	14	7	7	±2	2.0	±0.1	
Female	90	±2	45	22	18	8	6	±3	2.1	±0.1	
AGR/FTS/AR	91	±2	50	21	14	8	7	±4	2.0	±0.1	
Other Selected Reserve	91	±1	49	22	14	7	7	±2	2.0	±0.1	
Reserve Unit	91	±1	49	22	15	7	7	±2	2.0	±0.1	
Military Technician	94	±2	53	22	12	9	5	±5	1.9	±0.2	
IMA	94	±3	55	24	8	6	7	±6	1.8	±0.2	
Not Activated Past 12 Months	92	±1	50	22	14	7	7	±2	2.0	±0.1	
Activated Past 12 Months	90	±2	46	26	15	8	6	±4	2.0	±0.1	
Not Deployed Past 12 Months	92	±1	50	21	14	7	7	±2	2.0	±0.1	
Deployed Past 12 Months	89	±2	46	25	15	7	6	±3	2.0	±0.1	
Deployed OIF/OEF	88	±3	46	25	16	7	6	±4	2.0	±0.1	
WHITE	93	±1	52	23	12	7	6	±2	1.9	±0.1	
ARNG	92	±2	50	23	14	7	6	±4	2.0	±0.1	
USAR	93	±3	49	26	12	7	6	±5	2.0	±0.2	
USNR	96	±3	64	18	8	4	6	±5	1.7	±0.2	
USMCR	91	±4	48	23	12	9	8	±7	2.1	±0.2	
ANG	93	±3	55	22	10	7	6	±5	1.9	±0.2	
USAFR	93	±3	56	21	9	5	10	±6	1.9	±0.2	
Enlisted	92	±2	51	22	13	7	6	±3	1.9	±0.1	
E1 – E4	92	±2	50	21	16	7	7	±4	2.0	±0.1	
E5 – E9	92	±2	52	24	11	7	6	±3	1.9	±0.1	
Officers	95	±1	56	24	8	5	6	±3	1.8	±0.1	
BLACK	88	±2	40	22	21	10	8	±3	2.2	±0.1	
ARNG	87	±3	38	21	21	10	10	±5	2.3	±0.2	
USAR	88	±3	41	21	21	10	7	±5	2.2	±0.2	
USNR	90	±2	46	24	17	9	5	±5	2.0	±0.1	
USMCR	80	±8	44	22	22	6	6	±10	2.1	±0.2	
ANG	90	±2	36	24	22	11	7	±4	2.3	±0.1	
USAFR	88	±2	42	24	17	11	6	±3	2.2	±0.1	
Enlisted	87	±2	41	21	21	10	8	±3	2.2	±0.1	
E1 – E4	86	±3	42	16	22	10	10	±5	2.3	±0.2	
E5 – E9	88	±2	40	24	20	10	6	±3	2.2	±0.1	
Officers	90	±3	35	29	19	11	6	±3	2.2	±0.1	

Note. Percent responding are Reserve component members who answered the question.

81c. Continued	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
HISPANIC	88	±2	46	18	18	9	9	±4	2.2	±0.1	
ARNG	85	±5	46	18	18	9	10	±7	2.2	±0.2	
USAR	89	±4	46	15	19	9	10	±6	2.2	±0.2	
USNR	93	±3	50	20	12	12	6	±8	2.0	±0.2	
USMCR	89	±5	43	22	17	10	8	±9	2.2	±0.3	
ANG	92	±3	44	24	17	7	7	±9	2.1	±0.2	
USAFR	93	±2	46	17	23	9	5	±10	2.1	±0.2	
Enlisted	88	±3	46	18	19	9	9	±4	2.2	±0.1	
E1 – E4	87	±4	43	18	21	8	11	±6	2.3	±0.2	
E5 – E9	89	±3	49	17	17	10	7	±5	2.1	±0.2	
Officers	93	±3	45	24	12	8	10	±5	2.1	±0.2	
AIAN	85	±9	44	21	24	7	4	±12	2.0	±0.3	
ARNG	85	±13	43	28	18	NR	2	±17	2.0	±0.4	
USAR	92	±9	NR	13	NR	4	3	±11	2.5	±0.4	
USNR	97	±3	75	14	4	2	4	±15	1.5	±0.3	
ANG	61	±35	NR	13	9	5	7	±12	1.7	±0.5	
USAFR	95	±4	NR	20	11	8	NR	±12	2.5	±0.8	
Enlisted	85	±10	44	21	25	6	3	±14	2.0	±0.3	
Officers	91	±7	49	19	15	8	9	±15	2.1	±0.5	
ASIAN	91	±3	38	23	23	8	8	±5	2.2	±0.2	
ARNG	92	±5	40	22	25	5	8	±12	2.2	±0.3	
USAR	89	±3	26	24	28	11	10	±13	2.5	±0.3	
USNR	94	±3	48	26	15	7	5	±11	1.9	±0.2	
USMCR	91	±5	26	20	34	NR	3	±17	2.5	±0.4	
ANG	92	±3	41	24	19	8	8	±5	2.2	±0.2	
USAFR	88	±12	55	16	11	7	NR	±14	2.0	±0.5	
Enlisted	90	±3	38	21	25	8	8	±6	2.3	±0.2	
Officers	93	±3	41	28	15	9	7	±6	2.1	±0.2	
NHPI	91	±4	53	21	15	8	4	±12	1.9	±0.3	
ARNG	93	±8	NR	NR	11	0	4	±13	1.6	±0.4	
USAR	87	±6	42	24	21	9	5	±7	2.1	±0.2	
USNR	93	±9	NR	NR	NR	5	7	±13	1.7	±0.7	
ANG	94	±4	NR	14	13	NR	1	±11	NR		
USAFR	87	±8	49	23	19	4	5	±12	1.9	±0.2	
Enlisted	91	±5	53	21	15	8	3	±13	1.9	±0.3	
Officers	94	±4	NR	26	10	6	NR	±17	2.0	±0.6	
TWO OR MORE RACES	93	±4	50	29	12	6	3	±10	1.8	±0.2	
ARNG	92	±7	NR	29	7	10	2	±18	1.8	±0.3	
USAR	94	±5	NR	NR	NR	3	4	±7	1.8	±0.4	
USNR	95	±5	55	18	15	9	4	±15	1.9	±0.4	
USMCR	96	±7	NR	NR	NR	NR	NR		NR		
ANG	96	±3	NR	NR	10	3	3	±8	1.7	±0.3	
USAFR	92	±11	NR	NR	NR	4	2	±4	2.0	±0.3	
Enlisted	94	±4	51	29	12	6	2	±11	1.8	±0.2	
Officers	90	±6	42	32	13	6	7	±12	2.0	±0.3	
USCGR	95	±2	54	20	12	8	6	±4	1.9	±0.1	
White	96	±2	54	21	11	9	6	±5	1.9	±0.2	
Black	94	±7	54	20	19	NR	5	±15	1.8	±0.4	
Hispanic	90	±6	54	16	16	12	3	±12	1.9	±0.3	
Other Race/Ethnicity	93	±6	54	21	10	5	10	±9	2.0	±0.3	
Enlisted	95	±2	53	19	13	9	6	±5	2.0	±0.2	
E1 – E4	94	±4	51	19	15	9	6	±8	2.0	±0.2	
E5 – E9	96	±2	55	19	11	9	6	±5	1.9	±0.2	
Officers	95	±3	60	23	6	6	5	±7	1.7	±0.2	

NR: Not reportable

## 81. In your military work group, to what extent...

## d. Are policies forbidding racial/ethnic harassment and discrimination publicized?

1. Not at all  
4. Large extent

2. Small extent  
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL DOD	91	±1	9	8	22	28	33	±2	3.7	±0.1	
ARNG	91	±2	11	8	23	26	32	±3	3.6	±0.1	
USAR	91	±2	9	8	22	29	32	±3	3.7	±0.1	
USNR	95	±2	9	8	20	26	36	±4	3.7	±0.1	
USMCR	90	±3	10	6	25	28	32	±5	3.7	±0.2	
ANG	93	±2	7	7	23	29	34	±4	3.8	±0.1	
USAFR	93	±2	7	6	20	32	35	±4	3.8	±0.1	
Enlisted	91	±1	10	8	23	27	32	±2	3.6	±0.1	
E1 – E4	91	±2	12	8	27	24	29	±3	3.5	±0.1	
E5 – E9	91	±2	9	7	21	29	34	±3	3.7	±0.1	
Officers	95	±1	5	6	17	33	38	±2	3.9	±0.1	
O1 – O3	93	±2	6	8	21	33	33	±3	3.8	±0.1	
O4 – O6	96	±1	4	6	15	34	41	±3	4.0	±0.1	
Male	92	±1	9	7	22	29	34	±2	3.7	±0.1	
Female	90	±2	9	11	27	24	29	±3	3.5	±0.1	
AGR/FTS/AR	91	±3	9	6	18	30	37	±4	3.8	±0.1	
Other Selected Reserve	91	±1	9	8	23	28	32	±2	3.7	±0.1	
Reserve Unit	91	±1	9	8	23	28	32	±2	3.7	±0.1	
Military Technician	94	±2	11	7	18	33	31	±5	3.7	±0.2	
IMA	94	±3	7	7	18	31	37	±6	3.8	±0.2	
Not Activated Past 12 Months	92	±1	9	7	22	28	33	±2	3.7	±0.1	
Activated Past 12 Months	90	±2	9	8	25	27	31	±4	3.6	±0.1	
Not Deployed Past 12 Months	92	±1	9	7	22	28	33	±2	3.7	±0.1	
Deployed Past 12 Months	90	±2	11	8	22	28	31	±3	3.6	±0.1	
Deployed OIF/OEF	89	±3	12	9	23	25	31	±4	3.6	±0.1	
WHITE	93	±1	8	6	21	29	35	±2	3.8	±0.1	
ARNG	92	±2	10	7	22	28	33	±3	3.7	±0.1	
USAR	93	±3	6	6	18	32	37	±5	3.9	±0.2	
USNR	96	±3	8	7	17	27	41	±5	3.8	±0.2	
USMCR	91	±4	9	4	22	31	35	±7	3.8	±0.2	
ANG	93	±3	6	6	23	29	36	±5	3.8	±0.2	
USAFR	94	±3	7	6	18	32	38	±6	3.9	±0.2	
Enlisted	92	±2	9	7	22	28	34	±3	3.7	±0.1	
E1 – E4	93	±2	10	7	26	25	31	±4	3.6	±0.1	
E5 – E9	92	±2	8	6	19	30	36	±3	3.8	±0.1	
Officers	96	±1	4	5	16	34	41	±3	4.0	±0.1	
BLACK	87	±2	13	11	27	24	25	±3	3.4	±0.1	
ARNG	86	±3	14	12	30	21	23	±5	3.3	±0.2	
USAR	87	±3	13	11	25	25	26	±4	3.4	±0.2	
USNR	90	±2	11	12	23	27	27	±5	3.5	±0.2	
USMCR	82	±8	9	8	31	25	27	±10	3.5	±0.2	
ANG	89	±2	10	12	25	28	24	±4	3.4	±0.1	
USAFR	88	±2	11	11	23	27	28	±3	3.5	±0.1	
Enlisted	87	±2	14	11	27	23	24	±3	3.3	±0.1	
E1 – E4	85	±4	16	11	31	20	22	±5	3.2	±0.2	
E5 – E9	88	±2	12	12	25	25	26	±3	3.4	±0.1	
Officers	91	±2	7	12	20	32	29	±3	3.7	±0.1	

Note. Percent responding are Reserve component members who answered the question.



81d. Continued	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
HISPANIC	88	±2	12	8	26	24	30	±3	3.5	±0.1	
ARNG	85	±5	16	8	24	19	32	±7	3.4	±0.2	
USAR	88	±4	12	7	25	26	30	±6	3.6	±0.2	
USNR	93	±3	10	6	32	25	28	±9	3.5	±0.2	
USMCR	88	±5	13	12	31	18	26	±9	3.3	±0.3	
ANG	92	±3	7	13	23	29	28	±9	3.6	±0.2	
USAFR	94	±2	7	5	26	33	29	±9	3.7	±0.2	
Enlisted	88	±3	13	8	26	23	30	±4	3.5	±0.1	
E1 – E4	86	±4	15	9	29	20	27	±6	3.4	±0.2	
E5 – E9	89	±3	12	7	24	26	31	±5	3.6	±0.2	
Officers	93	±3	8	9	20	29	35	±5	3.7	±0.2	
AIAN	85	±9	6	9	26	24	34	±12	3.7	±0.3	
ARNG	85	±13	8	14	20	23	34	±18	3.6	±0.4	
USAR	91	±9	4	4	NR	NR	NR	±6	3.5	±0.4	
USNR	98	±3	4	4	NR	NR	NR	±5	3.9	±0.5	
ANG	61	±35	3	4	11	21	NR	±17	4.3	±0.5	
USAFR	96	±4	6	9	16	23	NR	±11	3.9	±0.4	
Enlisted	84	±10	7	10	27	24	33	±13	3.7	±0.3	
Officers	93	±5	3	4	21	31	41	±16	4.0	±0.3	
ASIAN	91	±3	12	11	29	27	21	±5	3.4	±0.2	
ARNG	92	±5	12	12	30	26	20	±13	3.3	±0.3	
USAR	89	±3	11	11	36	25	18	±10	3.3	±0.2	
USNR	93	±4	12	11	22	30	26	±12	3.5	±0.3	
USMCR	91	±5	16	15	31	21	17	±17	3.1	±0.4	
ANG	92	±3	11	12	28	29	20	±5	3.3	±0.2	
USAFR	88	±12	9	5	15	37	33	±17	3.8	±0.3	
Enlisted	91	±3	12	11	30	25	21	±6	3.3	±0.2	
Officers	92	±4	8	11	22	36	23	±6	3.6	±0.2	
NHPI	92	±4	19	5	19	40	16	±13	3.3	±0.4	
ARNG	93	±8	NR	1	10	NR	7	±12	3.2	±0.7	
USAR	89	±4	18	11	24	23	24	±8	3.2	±0.3	
USNR	96	±7	NR	3	NR	NR	NR	±8	NR		
ANG	94	±4	5	4	NR	NR	20	±13	3.7	±0.3	
USAFR	90	±7	10	4	28	32	26	±12	3.6	±0.3	
Enlisted	92	±4	20	5	19	42	15	±14	3.3	±0.4	
Officers	95	±3	NR	7	NR	28	NR	±16	3.5	±0.5	
TWO OR MORE RACES	93	±4	5	14	24	29	28	±9	3.6	±0.3	
ARNG	92	±7	1	10	25	27	36	±17	3.9	±0.4	
USAR	96	±4	6	NR	NR	NR	16	±17	3.1	±0.5	
USNR	95	±5	11	11	20	21	NR	±12	3.6	±0.5	
USMCR	96	±7	4	2	NR	NR	NR	±9	NR		
ANG	96	±3	NR	NR	24	NR	15	±16	3.2	±0.5	
USAFR	92	±11	2	7	21	NR	NR	±15	3.9	±0.3	
Enlisted	94	±4	5	14	24	29	28	±11	3.6	±0.3	
Officers	92	±5	2	13	26	30	29	±13	3.7	±0.3	
USCGR	95	±2	7	6	17	33	37	±4	3.9	±0.1	
White	96	±2	6	6	17	34	38	±5	3.9	±0.2	
Black	94	±7	14	8	18	31	29	±15	3.5	±0.4	
Hispanic	90	±6	10	3	21	37	30	±12	3.7	±0.3	
Other Race/Ethnicity	95	±6	8	7	15	27	43	±9	3.9	±0.3	
Enlisted	95	±2	7	6	18	33	35	±5	3.8	±0.2	
E1 – E4	94	±4	8	9	19	30	35	±8	3.7	±0.2	
E5 – E9	96	±2	6	4	18	35	36	±5	3.9	±0.2	
Officers	95	±3	5	3	10	37	45	±7	4.1	±0.2	

NR: Not reportable

## 81. In your military work group, to what extent...

## e. Are complaint procedures related to racial/ethnic harassment and discrimination publicized?

1. Not at all  
4. Large extent

2. Small extent  
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL DOD	91	±1	13	10	24	26	27	±2	3.5	±0.1	
ARNG	90	±2	14	9	26	25	26	±3	3.4	±0.1	
USAR	91	±2	13	11	24	27	26	±3	3.4	±0.1	
USNR	94	±2	12	9	24	25	30	±4	3.5	±0.1	
USMCR	89	±3	15	9	25	26	25	±5	3.4	±0.2	
ANG	92	±2	9	9	23	29	30	±4	3.6	±0.1	
USAFR	92	±3	9	10	22	30	29	±4	3.6	±0.1	
Enlisted	90	±1	14	10	25	25	26	±2	3.4	±0.1	
E1 – E4	90	±2	18	11	28	21	23	±3	3.2	±0.1	
E5 – E9	90	±2	11	9	23	29	28	±2	3.5	±0.1	
Officers	94	±1	6	8	21	32	33	±2	3.8	±0.1	
O1 – O3	93	±2	7	10	24	30	28	±3	3.6	±0.1	
O4 – O6	96	±1	5	7	19	33	35	±3	3.9	±0.1	
Male	91	±1	12	9	24	27	28	±2	3.5	±0.1	
Female	90	±2	14	12	29	22	23	±3	3.3	±0.1	
AGR/FTS/AR	91	±3	11	8	22	29	30	±4	3.6	±0.2	
Other Selected Reserve	91	±1	13	10	25	26	27	±2	3.4	±0.1	
Reserve Unit	91	±1	13	10	25	26	27	±2	3.4	±0.1	
Military Technician	93	±3	12	11	21	32	25	±5	3.5	±0.2	
IMA	94	±3	9	9	22	31	29	±6	3.6	±0.2	
Not Activated Past 12 Months	92	±1	13	10	24	27	27	±2	3.5	±0.1	
Activated Past 12 Months	90	±2	13	10	26	25	26	±4	3.4	±0.1	
Not Deployed Past 12 Months	91	±1	13	10	25	26	27	±2	3.5	±0.1	
Deployed Past 12 Months	89	±2	13	9	24	27	27	±3	3.5	±0.1	
Deployed OIF/OEF	89	±3	13	10	26	25	26	±4	3.4	±0.1	
WHITE	92	±1	11	8	23	28	29	±2	3.6	±0.1	
ARNG	92	±2	12	8	25	27	27	±3	3.5	±0.1	
USAR	93	±3	10	10	20	32	29	±5	3.6	±0.2	
USNR	95	±3	10	7	23	26	35	±5	3.7	±0.2	
USMCR	90	±4	14	8	23	29	27	±6	3.5	±0.2	
ANG	93	±3	8	8	23	29	33	±5	3.7	±0.2	
USAFR	93	±3	8	10	20	30	32	±6	3.7	±0.2	
Enlisted	92	±2	12	9	24	27	28	±3	3.5	±0.1	
E1 – E4	92	±2	16	9	27	23	25	±4	3.3	±0.1	
E5 – E9	91	±2	9	8	21	31	31	±3	3.7	±0.1	
Officers	95	±1	5	7	20	33	35	±3	3.9	±0.1	
BLACK	87	±2	18	14	29	21	19	±3	3.1	±0.1	
ARNG	87	±3	20	13	31	18	18	±5	3.0	±0.2	
USAR	87	±3	17	14	28	20	20	±4	3.1	±0.2	
USNR	90	±2	16	15	25	25	20	±6	3.2	±0.1	
USMCR	82	±8	15	9	31	22	23	±10	3.3	±0.2	
ANG	90	±2	13	15	29	24	19	±4	3.2	±0.1	
USAFR	88	±2	15	15	24	26	20	±3	3.2	±0.1	
Enlisted	87	±2	18	14	29	20	19	±3	3.1	±0.1	
E1 – E4	84	±4	20	14	33	17	16	±5	2.9	±0.2	
E5 – E9	88	±2	17	14	27	22	21	±3	3.2	±0.1	
Officers	91	±2	11	14	24	27	25	±3	3.4	±0.1	

Note. Percent responding are Reserve component members who answered the question.

81e. Continued	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
HISPANIC	88	±3	18	11	25	22	24	±3	3.2	±0.1	
ARNG	84	±5	22	11	24	18	25	±6	3.1	±0.2	
USAR	89	±4	18	9	26	21	25	±6	3.2	±0.2	
USNR	93	±3	16	11	24	28	21	±8	3.3	±0.3	
USMCR	88	±5	23	12	27	17	22	±9	3.0	±0.3	
ANG	92	±3	10	15	27	23	25	±9	3.4	±0.2	
USAFR	94	±2	10	7	27	35	21	±10	3.5	±0.2	
Enlisted	88	±3	19	11	26	21	23	±4	3.2	±0.1	
E1 – E4	86	±4	22	11	30	16	21	±6	3.0	±0.2	
E5 – E9	89	±3	17	11	23	25	25	±5	3.3	±0.2	
Officers	91	±3	11	10	23	28	28	±4	3.5	±0.2	
AIAN	85	±9	10	11	31	22	26	±12	3.4	±0.3	
ARNG	85	±13	14	15	22	21	NR	±16	3.4	±0.5	
USAR	92	±9	4	7	NR	NR	13	±10	3.3	±0.2	
USNR	98	±3	NR	6	NR	10	NR	±8	3.5	±0.7	
ANG	61	±35	5	7	13	NR	NR	±12	3.8	±0.3	
USAFR	96	±4	7	12	17	20	NR	±10	3.8	±0.5	
Enlisted	84	±10	10	12	32	22	24	±13	3.4	±0.3	
Officers	95	±3	NR	7	20	21	41	±16	3.8	±0.5	
ASIAN	91	±3	13	14	31	23	19	±5	3.2	±0.2	
ARNG	92	±5	14	14	33	22	17	±13	3.2	±0.3	
USAR	89	±3	12	15	37	21	15	±11	3.1	±0.3	
USNR	93	±4	15	13	24	26	23	±11	3.3	±0.3	
USMCR	92	±5	17	19	35	17	11	±17	2.9	±0.4	
ANG	91	±3	15	17	30	22	17	±5	3.1	±0.2	
USAFR	87	±12	10	8	18	27	38	±17	3.8	±0.4	
Enlisted	90	±3	14	14	31	21	19	±6	3.2	±0.2	
Officers	92	±4	9	13	30	30	19	±6	3.4	±0.2	
NHPI	93	±3	25	7	20	32	16	±14	3.1	±0.4	
ARNG	96	±6	NR	3	11	NR	11	±13	3.0	±0.8	
USAR	89	±4	19	14	25	20	23	±8	3.1	±0.3	
USNR	96	±7	NR	2	NR	NR	NR	±5	NR		
ANG	94	±4	11	7	NR	NR	14	±11	3.4	±0.4	
USAFR	89	±7	12	10	32	24	21	±12	3.3	±0.3	
Enlisted	93	±4	26	7	19	34	14	±15	3.0	±0.4	
Officers	95	±3	8	9	NR	21	NR	±17	3.6	±0.4	
TWO OR MORE RACES	91	±5	10	13	27	24	26	±10	3.4	±0.3	
ARNG	86	±10	NR	12	26	22	NR	±17	3.7	±0.5	
USAR	95	±4	9	NR	NR	NR	NR	±15	3.2	±0.6	
USNR	93	±5	17	7	24	19	NR	±13	3.4	±0.6	
USMCR	96	±7	4	4	NR	NR	15	±15	3.4	±0.4	
ANG	96	±3	NR	11	22	NR	11	±14	3.0	±0.6	
USAFR	92	±11	4	8	NR	NR	NR	±8	3.6	±0.3	
Enlisted	91	±5	10	12	27	24	26	±11	3.4	±0.3	
Officers	92	±5	5	19	27	25	24	±13	3.5	±0.3	
USCGR	94	±2	8	7	22	32	32	±4	3.7	±0.1	
White	95	±2	7	6	22	33	32	±5	3.8	±0.2	
Black	92	±8	19	14	16	26	25	±15	3.2	±0.5	
Hispanic	89	±7	10	11	22	29	27	±12	3.5	±0.3	
Other Race/Ethnicity	93	±6	8	10	22	27	34	±9	3.7	±0.3	
Enlisted	94	±3	9	7	23	31	30	±5	3.7	±0.2	
E1 – E4	93	±4	12	8	24	28	28	±8	3.5	±0.2	
E5 – E9	95	±3	6	7	22	33	32	±5	3.8	±0.2	
Officers	95	±3	7	4	15	36	39	±7	4.0	±0.2	

NR: Not reportable

**82. At your military duty station...**

- a. Would you know how to report experiences of race/ethnic harassment and/or discrimination?
- b. Is the availability of complaint hotlines publicized?

	Percent Responding		Percentages		Max ME
			a	b	
TOTAL DOD	92	±1	91	81	±2
ARNG	92	±2	91	80	±2
USAR	92	±2	90	80	±3
USNR	95	±2	91	83	±3
USMCR	91	±3	89	77	±5
ANG	94	±2	94	83	±3
USAFR	93	±2	93	85	±3
Enlisted	92	±1	91	81	±2
E1 – E4	92	±2	87	77	±3
E5 – E9	92	±2	93	83	±2
Officers	96	±1	94	84	±2
O1 – O3	94	±2	91	79	±3
O4 – O6	97	±1	95	86	±2
Male	93	±1	92	83	±2
Female	91	±2	89	72	±3
AGR/FTS/AR	92	±2	93	81	±4
Other Selected Reserve	92	±1	91	81	±2
Reserve Unit	92	±1	91	81	±2
Military Technician	95	±2	93	85	±4
IMA	96	±3	95	86	±4
Not Activated Past 12 Months	94	±1	91	81	±2
Activated Past 12 Months	91	±2	92	81	±3
Not Deployed Past 12 Months	93	±1	91	81	±2
Deployed Past 12 Months	90	±2	93	82	±3
Deployed OIF/OEF	89	±3	93	83	±3
WHITE	94	±1	93	84	±2
ARNG	93	±2	93	83	±3
USAR	94	±3	92	85	±4
USNR	96	±2	93	87	±4
USMCR	92	±4	89	80	±6
ANG	95	±2	94	85	±4
USAFR	94	±3	95	87	±4
Enlisted	93	±2	92	84	±2
E1 – E4	93	±2	89	80	±3
E5 – E9	93	±2	95	86	±3
Officers	96	±1	95	86	±2
BLACK	89	±2	87	74	±3
ARNG	88	±3	85	70	±5
USAR	89	±3	87	76	±4
USNR	92	±2	87	74	±5
USMCR	82	±8	88	71	±8
ANG	91	±2	91	76	±3
USAFR	90	±2	91	80	±3
Enlisted	89	±2	87	74	±3
E1 – E4	87	±3	81	70	±5
E5 – E9	89	±2	90	76	±3
Officers	91	±3	92	76	±3

Note. Percent responding are Reserve component members who answered the question.

82. Continued	Percent Responding		Percentages		Max ME
			a	b	
HISPANIC	90	±2	87	76	±3
ARNG	87	±5	85	75	±6
USAR	91	±3	87	74	±6
USNR	94	±3	90	81	±6
USMCR	89	±5	88	70	±9
ANG	93	±3	93	78	±8
USAFR	95	±2	88	82	±9
Enlisted	90	±3	87	76	±3
E1 – E4	89	±4	83	72	±6
E5 – E9	90	±3	91	79	±4
Officers	94	±3	90	77	±5
AIAN	84	±9	90	79	±9
ARNG	86	±13	92	79	±13
USAR	85	±17	NR	NR	
USNR	98	±3	91	86	±11
ANG	61	±35	96	88	±11
USAFR	96	±3	92	87	±10
Enlisted	83	±10	90	78	±11
Officers	95	±3	91	89	±8
ASIAN	92	±3	87	70	±5
ARNG	92	±5	86	69	±11
USAR	90	±3	84	69	±7
USNR	95	±2	86	68	±12
USMCR	92	±5	92	60	±16
ANG	94	±3	89	74	±4
USAFR	88	±12	94	77	±15
Enlisted	91	±3	87	70	±6
Officers	95	±3	88	70	±6
NHPI	93	±3	93	86	±5
ARNG	96	±6	95	92	±9
USAR	90	±3	87	77	±6
USNR	96	±7	NR	NR	
ANG	95	±3	94	89	±9
USAFR	90	±7	94	85	±9
Enlisted	93	±4	93	87	±5
Officers	95	±3	92	80	±12
TWO OR MORE RACES	95	±3	89	75	±9
ARNG	93	±6	89	67	±17
USAR	96	±4	NR	NR	
USNR	95	±5	87	77	±12
USMCR	96	±7	NR	NR	
ANG	96	±3	97	85	±13
USAFR	98	±2	NR	82	±17
Enlisted	95	±3	88	75	±10
Officers	93	±5	92	73	±12
USCGR	96	±2	95	80	±4
White	96	±2	96	82	±4
Black	97	±5	90	64	±15
Hispanic	93	±5	96	74	±12
Other Race/Ethnicity	95	±5	87	69	±9
Enlisted	95	±2	95	79	±4
E1 – E4	94	±4	93	71	±8
E5 – E9	96	±2	96	84	±4
Officers	96	±3	94	84	±5

NR: Not reportable

**83. At your military duty station, to what extent...****a. Are racist/extremist organizations or individuals a problem?**1. Not at all  
4. Large extent2. Small extent  
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL DOD	92	±1	89	8	2	0	1	±1	1.2	±0.1	
ARNG	91	±2	88	8	3	0	1	±2	1.2	±0.1	
USAR	92	±2	88	9	2	0	0	±2	1.2	±0.1	
USNR	95	±2	92	5	2	0	1	±2	1.1	±0.1	
USMCR	91	±3	92	5	2	1	0	±3	1.1	±0.1	
ANG	94	±2	92	7	1	0	0	±3	1.1	±0.1	
USAFR	93	±2	90	8	2	1	0	±3	1.1	±0.1	
Enlisted	92	±1	89	7	3	0	1	±1	1.2	±0.1	
E1 – E4	92	±2	89	7	3	1	1	±2	1.2	±0.1	
E5 – E9	92	±2	89	8	2	0	0	±2	1.2	±0.1	
Officers	95	±1	90	8	1	0	0	±1	1.1	±0.1	
O1 – O3	94	±2	91	7	1	1	0	±2	1.1	±0.1	
O4 – O6	97	±1	90	8	1	0	0	±2	1.1	±0.1	
Male	92	±1	89	7	2	0	1	±1	1.2	±0.1	
Female	91	±2	88	9	3	0	1	±2	1.2	±0.1	
AGR/FTS/AR	92	±2	87	9	3	0	0	±3	1.2	±0.1	
Other Selected Reserve	92	±1	89	7	2	0	1	±1	1.2	±0.1	
Reserve Unit	92	±1	89	7	2	0	1	±1	1.2	±0.1	
Military Technician	95	±2	89	8	1	0	1	±4	1.1	±0.1	
IMA	95	±3	90	8	1	0	0	±3	1.1	±0.1	
Not Activated Past 12 Months	93	±1	90	7	2	0	1	±1	1.1	±0.1	
Activated Past 12 Months	91	±2	89	8	3	1	0	±3	1.2	±0.1	
Not Deployed Past 12 Months	93	±1	90	7	2	0	1	±1	1.1	±0.1	
Deployed Past 12 Months	90	±2	86	9	3	1	1	±3	1.2	±0.1	
Deployed OIF/OEF	90	±2	85	11	3	1	0	±3	1.2	±0.1	
WHITE	94	±1	92	6	2	0	0	±2	1.1	±0.1	
ARNG	93	±2	90	6	2	0	1	±2	1.1	±0.1	
USAR	94	±3	91	7	1	0	0	±3	1.1	±0.1	
USNR	96	±3	94	4	2	0	0	±3	1.1	±0.1	
USMCR	92	±4	93	4	2	1	0	±5	1.1	±0.1	
ANG	95	±3	93	6	1	0	0	±3	1.1	±0.1	
USAFR	93	±3	93	6	1	0	0	±4	1.1	±0.1	
Enlisted	93	±2	91	6	2	0	0	±2	1.1	±0.1	
E1 – E4	94	±2	91	5	2	0	1	±3	1.1	±0.1	
E5 – E9	93	±2	91	7	2	0	0	±2	1.1	±0.1	
Officers	96	±1	92	7	1	0	0	±2	1.1	±0.1	
BLACK	88	±2	81	12	5	1	1	±2	1.3	±0.1	
ARNG	87	±3	80	12	6	2	1	±4	1.3	±0.1	
USAR	88	±3	81	13	4	1	1	±4	1.3	±0.1	
USNR	92	±2	85	9	4	1	1	±3	1.2	±0.1	
USMCR	82	±8	87	9	3	1	1	±5	1.2	±0.1	
ANG	91	±2	82	13	3	1	0	±4	1.3	±0.1	
USAFR	89	±2	82	12	4	1	0	±3	1.3	±0.1	
Enlisted	88	±2	81	12	5	1	1	±3	1.3	±0.1	
E1 – E4	86	±3	83	9	6	2	1	±4	1.3	±0.1	
E5 – E9	89	±2	80	13	4	1	1	±3	1.3	±0.1	
Officers	91	±3	82	14	3	1	0	±3	1.2	±0.1	

Note. Percent responding are Reserve component members who answered the question.

83a. Continued	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
HISPANIC	89	±2	85	9	4	1	1	±3	1.2	±0.1	
ARNG	86	±5	83	10	5	1	1	±6	1.3	±0.1	
USAR	90	±3	84	10	4	0	2	±4	1.3	±0.1	
USNR	94	±3	92	4	2	1	1	±3	1.1	±0.1	
USMCR	89	±5	92	4	3	0	0	±7	1.1	±0.1	
ANG	93	±3	88	9	2	0	0	±9	1.2	±0.1	
USAFR	95	±2	86	10	2	1	1	±7	1.2	±0.1	
Enlisted	89	±3	85	9	4	1	1	±3	1.2	±0.1	
E1 – E4	88	±4	84	11	3	0	2	±5	1.3	±0.1	
E5 – E9	90	±3	86	7	5	1	0	±4	1.2	±0.1	
Officers	93	±3	87	9	2	0	1	±3	1.2	±0.1	
AIAN	84	±9	84	12	2	1	0	±11	1.2	±0.1	
ARNG	85	±13	82	14	3	1	0	±16	1.2	±0.2	
USAR	85	±17	NR	NR	3	0	0	±7	1.2	±0.3	
USNR	98	±3	93	5	1	0	0	±6	1.1	±0.1	
ANG	61	±35	96	4	0	0	0	±5	1.1	±0.1	
USAFR	96	±3	91	6	3	0	0	±7	1.1	±0.1	
Enlisted	83	±10	84	13	2	0	0	±13	1.2	±0.1	
Officers	95	±3	87	5	4	NR	0	±11	1.2	±0.3	
ASIAN	91	±3	84	10	4	1	1	±3	1.3	±0.1	
ARNG	92	±5	86	8	4	1	2	±5	1.2	±0.1	
USAR	90	±3	81	11	5	2	1	±5	1.3	±0.1	
USNR	94	±3	84	7	6	1	2	±5	1.3	±0.1	
USMCR	91	±5	NR	NR	2	1	1	±3	1.4	±0.2	
ANG	93	±3	86	12	1	1	1	±4	1.2	±0.1	
USAFR	88	±12	91	6	1	1	1	±4	1.1	±0.1	
Enlisted	91	±3	84	9	4	1	2	±3	1.3	±0.1	
Officers	94	±3	83	14	2	1	0	±5	1.2	±0.1	
NHPI	93	±3	89	6	5	0	0	±5	1.2	±0.1	
ARNG	96	±6	91	2	7	0	0	±12	1.2	±0.2	
USAR	90	±3	81	11	6	1	0	±5	1.3	±0.1	
USNR	96	±7	96	2	NR	NR	NR	±10	1.1	±0.1	
ANG	95	±3	91	7	1	0	0	±9	1.1	±0.1	
USAFR	90	±7	90	6	4	0	0	±9	1.1	±0.1	
Enlisted	93	±4	88	5	5	0	0	±6	1.2	±0.1	
Officers	95	±3	91	7	1	0	NR	±7	1.1	±0.1	
TWO OR MORE RACES	95	±3	90	8	1	1	0	±6	1.1	±0.1	
ARNG	93	±6	93	NR	0	0	0	±14	1.1	±0.1	
USAR	96	±4	93	6	1	0	0	±7	1.1	±0.1	
USNR	96	±5	90	4	4	1	0	±7	1.2	±0.1	
USMCR	96	±7	98	2	NR	NR	NR	±6	1.0	±0.1	
ANG	96	±3	89	6	0	NR	1	±13	1.2	±0.3	
USAFR	98	±2	NR	NR	4	0	0	±8	1.3	±0.2	
Enlisted	95	±3	92	7	1	0	0	±7	1.1	±0.1	
Officers	93	±5	78	14	3	NR	0	±13	1.4	±0.3	
USCGR	96	±2	91	7	1	0	0	±3	1.1	±0.1	
White	96	±2	93	6	1	0	0	±3	1.1	±0.1	
Black	97	±5	90	7	NR	NR	NR	±13	1.1	±0.2	
Hispanic	92	±6	81	15	1	2	NR	±10	1.3	±0.2	
Other Race/Ethnicity	95	±6	86	7	4	3	0	±9	1.2	±0.2	
Enlisted	96	±2	91	7	1	1	0	±3	1.1	±0.1	
E1 – E4	95	±4	90	7	2	0	0	±6	1.1	±0.1	
E5 – E9	96	±2	92	7	1	1	0	±3	1.1	±0.1	
Officers	96	±3	92	7	1	0	0	±5	1.1	±0.1	

NR: Not reportable

**83. At your military duty station, to what extent...****b. Are hate crimes a problem?**1. Not at all  
4. Large extent2. Small extent  
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL DOD	92	±1	93	5	2	0	1	±1	1.1	±0.1	
ARNG	91	±2	92	4	2	0	1	±2	1.1	±0.1	
USAR	92	±2	91	6	2	0	0	±2	1.1	±0.1	
USNR	95	±2	94	4	2	0	0	±2	1.1	±0.1	
USMCR	90	±3	93	4	2	1	0	±3	1.1	±0.1	
ANG	94	±2	96	3	1	0	0	±2	1.1	±0.1	
USAFR	93	±2	93	5	1	0	0	±2	1.1	±0.1	
Enlisted	92	±1	92	5	2	0	1	±1	1.1	±0.1	
E1 – E4	92	±2	92	5	2	1	1	±2	1.1	±0.1	
E5 – E9	91	±2	93	5	2	0	0	±1	1.1	±0.1	
Officers	95	±1	94	5	1	0	0	±1	1.1	±0.1	
O1 – O3	93	±2	93	5	1	0	0	±2	1.1	±0.1	
O4 – O6	97	±1	94	5	1	0	0	±2	1.1	±0.1	
Male	92	±1	93	5	2	0	1	±1	1.1	±0.1	
Female	91	±2	92	6	2	0	1	±2	1.1	±0.1	
AGR/FTS/AR	92	±2	91	6	3	0	0	±3	1.1	±0.1	
Other Selected Reserve	92	±1	93	5	2	0	1	±1	1.1	±0.1	
Reserve Unit	92	±1	93	5	2	0	1	±1	1.1	±0.1	
Military Technician	95	±2	94	4	1	0	1	±3	1.1	±0.1	
IMA	95	±3	92	7	1	0	0	±3	1.1	±0.1	
Not Activated Past 12 Months	93	±1	93	4	2	0	1	±1	1.1	±0.1	
Activated Past 12 Months	92	±2	91	6	2	0	0	±3	1.1	±0.1	
Not Deployed Past 12 Months	93	±1	93	4	2	0	0	±1	1.1	±0.1	
Deployed Past 12 Months	90	±2	90	6	2	0	1	±2	1.2	±0.1	
Deployed OIF/OEF	90	±2	90	7	3	0	0	±3	1.1	±0.1	
WHITE	94	±1	94	4	1	0	0	±1	1.1	±0.1	
ARNG	93	±2	94	4	2	0	1	±2	1.1	±0.1	
USAR	94	±3	93	6	1	0	0	±3	1.1	±0.1	
USNR	96	±2	95	4	1	0	0	±3	1.1	±0.1	
USMCR	92	±4	95	3	2	1	0	±4	1.1	±0.1	
ANG	94	±3	96	2	1	0	0	±3	1.0	±0.1	
USAFR	93	±3	96	3	0	0	0	±3	1.0	±0.1	
Enlisted	93	±2	94	4	1	0	0	±2	1.1	±0.1	
E1 – E4	94	±2	94	4	2	0	1	±2	1.1	±0.1	
E5 – E9	93	±2	95	4	1	0	0	±2	1.1	±0.1	
Officers	96	±1	95	4	1	0	0	±1	1.1	±0.1	
BLACK	88	±2	88	7	3	1	1	±2	1.2	±0.1	
ARNG	87	±3	88	6	4	0	1	±4	1.2	±0.1	
USAR	88	±3	87	8	3	1	1	±3	1.2	±0.1	
USNR	91	±2	88	7	3	1	1	±3	1.2	±0.1	
USMCR	82	±8	91	7	1	1	0	±5	1.1	±0.1	
ANG	91	±2	91	7	2	0	0	±2	1.1	±0.1	
USAFR	89	±2	87	9	3	1	0	±2	1.2	±0.1	
Enlisted	88	±2	88	7	3	1	1	±2	1.2	±0.1	
E1 – E4	87	±3	86	7	4	1	2	±4	1.2	±0.1	
E5 – E9	89	±2	89	7	3	0	1	±2	1.2	±0.1	
Officers	90	±3	88	10	1	0	0	±2	1.1	±0.1	

Note. Percent responding are Reserve component members who answered the question.



83b. Continued	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
HISPANIC	90	±2	89	5	3	1	1	±2	1.2	±0.1	
ARNG	87	±5	87	6	4	2	1	±5	1.2	±0.1	
USAR	90	±3	87	7	4	1	1	±4	1.2	±0.1	
USNR	94	±3	95	3	1	0	1	±3	1.1	±0.1	
USMCR	89	±5	94	3	3	0	0	±7	1.1	±0.1	
ANG	93	±3	94	4	1	0	0	±3	1.1	±0.1	
USAFR	95	±2	91	6	1	0	1	±4	1.1	±0.1	
Enlisted	89	±3	89	5	3	1	1	±3	1.2	±0.1	
E1 – E4	89	±4	88	5	2	2	2	±4	1.2	±0.1	
E5 – E9	90	±3	90	5	4	0	0	±3	1.2	±0.1	
Officers	93	±3	90	6	2	0	1	±3	1.2	±0.1	
AIAN	84	±9	88	7	5	0	0	±10	1.2	±0.2	
ARNG	85	±13	87	NR	3	0	0	±14	1.2	±0.2	
USAR	85	±17	NR	4	NR	1	0	±4	NR		
USNR	97	±3	95	4	1	0	0	±5	1.1	±0.1	
ANG	61	±35	97	3	0	0	0	±4	1.0	±0.1	
USAFR	96	±3	93	5	2	0	0	±6	1.1	±0.1	
Enlisted	83	±10	87	7	5	0	0	±12	1.2	±0.2	
Officers	95	±3	91	4	NR	0	0	±10	1.1	±0.2	
ASIAN	91	±3	87	7	3	1	2	±3	1.2	±0.1	
ARNG	92	±5	89	6	2	1	2	±4	1.2	±0.1	
USAR	90	±3	85	9	4	1	1	±5	1.3	±0.1	
USNR	95	±3	86	5	4	2	3	±5	1.3	±0.1	
USMCR	91	±5	NR	NR	2	1	1	±4	1.3	±0.2	
ANG	93	±3	89	7	2	0	2	±3	1.2	±0.1	
USAFR	88	±12	92	5	1	0	1	±3	1.1	±0.1	
Enlisted	91	±3	87	7	3	1	2	±3	1.2	±0.1	
Officers	94	±3	89	9	2	0	0	±4	1.1	±0.1	
NHPI	93	±3	86	8	5	0	0	±10	1.2	±0.1	
ARNG	96	±6	NR	NR	6	NR	0	±12	1.3	±0.3	
USAR	90	±4	84	8	6	1	1	±5	1.3	±0.1	
USNR	96	±7	95	3	NR	NR	NR	±11	1.1	±0.1	
ANG	95	±3	92	7	2	0	0	±9	1.1	±0.1	
USAFR	90	±7	92	5	3	0	1	±9	1.1	±0.1	
Enlisted	93	±4	86	9	5	0	0	±11	1.2	±0.1	
Officers	95	±3	92	5	3	NR	NR	±6	1.1	±0.1	
TWO OR MORE RACES	95	±3	90	9	1	0	0	±7	1.1	±0.1	
ARNG	93	±6	92	7	0	0	0	±14	1.1	±0.1	
USAR	96	±4	93	6	1	0	0	±7	1.1	±0.1	
USNR	96	±5	92	4	4	0	0	±6	1.1	±0.1	
USMCR	96	±7	98	1	1	NR	NR	±7	1.0	±0.1	
ANG	96	±3	96	3	0	0	1	±4	1.1	±0.1	
USAFR	98	±2	NR	NR	2	0	0	±4	1.3	±0.2	
Enlisted	95	±3	91	8	1	0	0	±8	1.1	±0.1	
Officers	93	±5	87	12	1	0	0	±9	1.1	±0.1	
USCGR	96	±2	94	4	1	0	0	±3	1.1	±0.1	
White	96	±2	95	4	1	0	0	±3	1.1	±0.1	
Black	97	±5	92	4	NR	NR	NR	±13	1.1	±0.2	
Hispanic	92	±6	92	5	1	1	NR	±8	1.1	±0.1	
Other Race/Ethnicity	95	±6	89	5	4	0	NR	±10	1.2	±0.2	
Enlisted	96	±2	94	4	1	0	0	±3	1.1	±0.1	
E1 – E4	95	±4	92	6	2	0	0	±6	1.1	±0.1	
E5 – E9	96	±2	96	3	1	0	0	±3	1.1	±0.1	
Officers	96	±3	96	3	1	0	0	±5	1.1	±0.1	

NR: Not reportable

**83. At your military duty station, to what extent...****c. Are gangs a problem?**1. Not at all  
4. Large extent2. Small extent  
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL DOD	92	±1	88	7	3	1	1	±1	1.2	±0.1	
ARNG	91	±2	88	7	3	1	1	±2	1.2	±0.1	
USAR	92	±2	85	9	4	1	1	±3	1.2	±0.1	
USNR	95	±2	88	8	3	1	1	±3	1.2	±0.1	
USMCR	91	±3	90	4	4	1	1	±4	1.2	±0.1	
ANG	94	±2	92	5	2	1	0	±3	1.1	±0.1	
USAFR	93	±2	87	9	3	1	0	±3	1.2	±0.1	
Enlisted	92	±1	88	7	4	1	1	±2	1.2	±0.1	
E1 – E4	92	±2	90	5	3	1	1	±2	1.2	±0.1	
E5 – E9	91	±2	87	8	4	1	1	±2	1.2	±0.1	
Officers	95	±1	87	10	3	1	0	±2	1.2	±0.1	
O1 – O3	93	±2	87	9	3	1	0	±2	1.2	±0.1	
O4 – O6	96	±1	86	11	2	1	0	±2	1.2	±0.1	
Male	92	±1	88	7	4	1	1	±2	1.2	±0.1	
Female	91	±2	90	7	3	0	1	±2	1.2	±0.1	
AGR/FTS/AR	91	±2	82	10	5	1	1	±4	1.3	±0.1	
Other Selected Reserve	92	±1	88	7	3	1	1	±1	1.2	±0.1	
Reserve Unit	92	±1	89	7	3	1	1	±1	1.2	±0.1	
Military Technician	94	±2	89	6	3	1	1	±4	1.2	±0.1	
IMA	95	±3	83	12	4	1	0	±5	1.2	±0.1	
Not Activated Past 12 Months	93	±1	89	7	3	1	1	±2	1.2	±0.1	
Activated Past 12 Months	91	±2	86	9	4	1	0	±3	1.2	±0.1	
Not Deployed Past 12 Months	93	±1	89	6	3	1	1	±1	1.2	±0.1	
Deployed Past 12 Months	90	±2	85	9	4	1	1	±3	1.2	±0.1	
Deployed OIF/OEF	89	±2	84	10	5	1	1	±3	1.3	±0.1	
WHITE	93	±1	90	7	3	1	0	±2	1.2	±0.1	
ARNG	93	±2	90	6	3	0	1	±2	1.2	±0.1	
USAR	94	±3	86	10	4	0	0	±4	1.2	±0.1	
USNR	96	±2	90	7	2	0	0	±4	1.1	±0.1	
USMCR	92	±4	90	4	4	1	0	±5	1.2	±0.1	
ANG	95	±3	92	5	2	1	0	±3	1.1	±0.1	
USAFR	93	±3	89	8	2	1	0	±4	1.2	±0.1	
Enlisted	93	±2	90	6	3	1	0	±2	1.2	±0.1	
E1 – E4	93	±2	92	5	3	0	0	±3	1.1	±0.1	
E5 – E9	93	±2	89	7	3	1	0	±2	1.2	±0.1	
Officers	96	±1	88	10	2	0	0	±2	1.2	±0.1	
BLACK	88	±2	85	8	4	1	2	±2	1.3	±0.1	
ARNG	87	±3	86	7	4	2	2	±4	1.3	±0.1	
USAR	88	±3	84	8	4	1	2	±4	1.3	±0.1	
USNR	91	±2	85	7	5	1	2	±3	1.3	±0.1	
USMCR	81	±8	88	8	3	1	0	±5	1.2	±0.1	
ANG	91	±2	89	7	3	1	0	±2	1.2	±0.1	
USAFR	89	±2	84	9	4	1	1	±3	1.3	±0.1	
Enlisted	88	±2	86	7	4	1	2	±2	1.3	±0.1	
E1 – E4	86	±3	87	6	4	2	2	±4	1.2	±0.1	
E5 – E9	89	±2	84	8	4	1	2	±3	1.3	±0.1	
Officers	91	±3	83	11	4	1	0	±3	1.2	±0.1	

Note. Percent responding are Reserve component members who answered the question.

83c. Continued	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
HISPANIC	89	±2	84	8	6	1	2	±3	1.3	±0.1	
ARNG	86	±5	81	8	8	2	2	±6	1.4	±0.2	
USAR	90	±3	82	9	5	2	1	±5	1.3	±0.1	
USNR	94	±3	86	8	4	1	1	±6	1.2	±0.1	
USMCR	89	±5	90	3	5	0	NR	±7	1.2	±0.2	
ANG	93	±3	91	5	4	0	1	±3	1.2	±0.1	
USAFR	95	±2	85	10	3	1	1	±4	1.2	±0.1	
Enlisted	89	±3	84	8	6	1	2	±3	1.3	±0.1	
E1 – E4	89	±4	83	7	5	2	2	±5	1.3	±0.1	
E5 – E9	89	±3	84	8	7	1	1	±4	1.3	±0.1	
Officers	93	±3	84	9	4	2	2	±5	1.3	±0.1	
AIAN	84	±9	81	10	4	4	1	±12	1.3	±0.2	
ARNG	85	±13	80	13	5	1	1	±17	1.3	±0.2	
USAR	85	±17	NR	3	3	NR	1	±6	NR		
USNR	98	±3	NR	NR	2	1	0	±3	1.3	±0.3	
ANG	61	±35	94	3	2	1	0	±6	1.1	±0.1	
USAFR	96	±3	90	5	3	2	0	±7	1.2	±0.1	
Enlisted	83	±10	81	10	4	NR	0	±12	1.3	±0.3	
Officers	95	±3	87	6	2	2	NR	±10	1.3	±0.3	
ASIAN	91	±3	83	9	4	2	2	±4	1.3	±0.1	
ARNG	92	±5	87	5	3	2	2	±4	1.3	±0.1	
USAR	89	±3	78	14	5	2	1	±11	1.3	±0.1	
USNR	95	±3	84	6	5	1	3	±5	1.3	±0.1	
USMCR	91	±5	NR	NR	NR	3	1	±4	1.4	±0.3	
ANG	93	±3	83	11	4	1	1	±4	1.3	±0.1	
USAFR	88	±12	88	9	2	1	1	±7	1.2	±0.1	
Enlisted	91	±3	83	8	5	2	2	±4	1.3	±0.1	
Officers	93	±3	83	12	3	1	0	±5	1.2	±0.1	
NHPI	92	±4	85	8	4	1	NR	±7	1.3	±0.2	
ARNG	94	±7	90	7	2	0	0	±12	1.1	±0.2	
USAR	90	±4	82	8	6	3	1	±5	1.3	±0.1	
USNR	96	±7	NR	NR	4	1	NR	±10	NR		
ANG	95	±3	91	7	3	0	0	±9	1.1	±0.1	
USAFR	90	±7	81	12	6	1	0	±11	1.3	±0.2	
Enlisted	92	±4	85	8	4	1	NR	±8	1.3	±0.2	
Officers	95	±3	88	7	5	1	NR	±9	1.2	±0.2	
TWO OR MORE RACES	95	±3	86	8	5	1	0	±7	1.2	±0.1	
ARNG	93	±6	90	8	1	0	0	±14	1.1	±0.1	
USAR	96	±4	NR	NR	3	0	1	±6	1.2	±0.2	
USNR	96	±5	85	9	5	1	0	±12	1.2	±0.2	
USMCR	96	±7	93	1	4	1	1	±10	1.2	±0.2	
ANG	96	±2	94	3	2	1	1	±4	1.1	±0.1	
USAFR	97	±2	NR	NR	NR	1	0	±2	1.5	±0.4	
Enlisted	95	±3	87	8	5	1	0	±9	1.2	±0.1	
Officers	93	±5	82	12	5	1	0	±10	1.2	±0.2	
USCGR	96	±2	92	5	3	0	0	±3	1.1	±0.1	
White	96	±2	93	4	3	0	0	±3	1.1	±0.1	
Black	97	±5	95	NR	5	NR	NR	±13	1.1	±0.2	
Hispanic	92	±6	84	10	4	1	1	±10	1.3	±0.2	
Other Race/Ethnicity	95	±6	87	6	4	0	3	±10	1.3	±0.2	
Enlisted	96	±2	92	4	3	0	0	±3	1.1	±0.1	
E1 – E4	95	±4	90	5	4	0	0	±6	1.2	±0.1	
E5 – E9	96	±2	93	3	2	1	0	±3	1.1	±0.1	
Officers	96	±3	91	7	2	0	0	±5	1.1	±0.1	

NR: Not reportable

**84. In the local community around where you live, to what extent...****a. Are racist/extremist organizations or individuals a problem?**1. Not at all  
4. Large extent2. Small extent  
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL DOD	92	±1	67	23	8	2	1	±2	1.5	±0.1	■
ARNG	91	±2	69	21	8	1	1	±3	1.4	±0.1	■
USAR	92	±2	67	24	7	2	1	±3	1.5	±0.1	■
USNR	95	±2	66	24	8	2	1	±4	1.5	±0.1	■
USMCR	90	±3	69	21	8	2	0	±5	1.4	±0.1	■
ANG	93	±2	60	29	8	1	1	±4	1.5	±0.1	■
USAFR	93	±2	63	28	8	1	0	±4	1.5	±0.1	■
Enlisted	91	±1	68	22	8	2	1	±2	1.5	±0.1	■
E1 – E4	91	±2	71	18	8	2	1	±3	1.4	±0.1	■
E5 – E9	91	±2	65	25	8	1	0	±3	1.5	±0.1	■
Officers	95	±1	61	30	7	1	0	±2	1.5	±0.1	■
O1 – O3	94	±2	65	28	6	1	0	±3	1.4	±0.1	■
O4 – O6	97	±1	58	33	7	1	0	±3	1.5	±0.1	■
Male	92	±1	67	23	8	2	1	±2	1.5	±0.1	■
Female	91	±2	64	25	9	2	1	±3	1.5	±0.1	■
AGR/FTS/AR	91	±2	70	22	7	1	0	±4	1.4	±0.1	■
Other Selected Reserve	92	±1	66	24	8	2	1	±2	1.5	±0.1	■
Reserve Unit	92	±1	67	23	8	2	1	±2	1.5	±0.1	■
Military Technician	94	±2	66	24	8	1	0	±5	1.4	±0.1	■
IMA	94	±3	58	33	9	1	0	±6	1.5	±0.1	■
Not Activated Past 12 Months	93	±1	67	24	8	2	1	±2	1.5	±0.1	■
Activated Past 12 Months	91	±2	66	23	8	1	1	±4	1.5	±0.1	■
Not Deployed Past 12 Months	93	±1	67	23	8	2	1	±2	1.5	±0.1	■
Deployed Past 12 Months	90	±2	67	23	8	2	1	±3	1.5	±0.1	■
Deployed OIF/OEF	89	±3	68	23	7	1	0	±4	1.4	±0.1	■
WHITE	93	±1	66	24	8	1	1	±2	1.5	±0.1	■
ARNG	92	±2	69	21	8	1	1	±3	1.4	±0.1	■
USAR	94	±3	65	26	6	2	0	±5	1.5	±0.1	■
USNR	96	±3	63	26	8	3	0	±5	1.5	±0.1	■
USMCR	92	±4	70	21	8	1	0	±6	1.4	±0.1	■
ANG	94	±3	59	30	9	2	1	±5	1.5	±0.1	■
USAFR	93	±3	64	28	8	1	0	±6	1.5	±0.1	■
Enlisted	93	±2	67	23	8	2	1	±3	1.5	±0.1	■
E1 – E4	93	±2	71	18	8	2	1	±4	1.4	±0.1	■
E5 – E9	92	±2	64	27	8	1	0	±3	1.5	±0.1	■
Officers	96	±1	61	31	7	1	0	±3	1.5	±0.1	■
BLACK	88	±2	67	22	8	2	1	±3	1.5	±0.1	■
ARNG	86	±3	69	21	8	2	1	±5	1.5	±0.1	■
USAR	88	±3	67	23	8	1	1	±5	1.5	±0.1	■
USNR	92	±2	69	20	8	2	1	±4	1.5	±0.1	■
USMCR	82	±8	73	19	7	1	0	±8	1.4	±0.2	■
ANG	90	±2	64	24	10	1	1	±4	1.5	±0.1	■
USAFR	90	±2	62	27	9	2	1	±3	1.5	±0.1	■
Enlisted	88	±2	67	21	8	2	1	±3	1.5	±0.1	■
E1 – E4	87	±3	70	18	8	2	2	±5	1.5	±0.1	■
E5 – E9	88	±2	66	24	8	1	1	±3	1.5	±0.1	■
Officers	90	±3	65	29	6	1	0	±3	1.4	±0.1	■

Note. Percent responding are Reserve component members who answered the question.

84a. Continued	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
HISPANIC	89	±2	72	18	7	2	1	±3	1.4	±0.1	
ARNG	87	±5	76	13	7	3	1	±6	1.4	±0.2	
USAR	90	±3	71	17	8	1	2	±6	1.4	±0.1	
USNR	93	±3	75	17	7	1	0	±7	1.3	±0.1	
USMCR	88	±5	67	22	9	3	0	±10	1.5	±0.2	
ANG	92	±3	70	24	5	0	0	±8	1.4	±0.1	
USAFR	94	±2	63	30	6	1	0	±10	1.4	±0.1	
Enlisted	89	±3	73	17	7	2	1	±4	1.4	±0.1	
E1 – E4	88	±4	73	18	5	4	1	±6	1.4	±0.1	
E5 – E9	90	±3	73	16	10	1	1	±4	1.4	±0.1	
Officers	93	±3	69	24	6	1	1	±4	1.4	±0.1	
AIAN	84	±9	72	16	10	1	1	±10	1.4	±0.2	
ARNG	85	±13	72	14	13	1	0	±17	1.4	±0.3	
USAR	84	±17	80	14	4	1	1	±14	1.3	±0.2	
USNR	98	±3	80	11	6	2	2	±13	1.3	±0.2	
ANG	60	±35	NR	NR	3	1	0	±5	1.6	±0.3	
USAFR	96	±3	NR	18	NR	3	0	±10	1.7	±0.4	
Enlisted	83	±10	73	15	10	1	1	±12	1.4	±0.2	
Officers	95	±3	60	29	9	2	0	±14	1.5	±0.2	
ASIAN	91	±3	64	26	7	2	1	±5	1.5	±0.1	
ARNG	92	±5	64	27	7	1	1	±12	1.5	±0.2	
USAR	89	±3	69	20	10	1	1	±7	1.5	±0.1	
USNR	93	±3	62	28	6	2	2	±11	1.5	±0.2	
USMCR	90	±5	54	31	7	NR	0	±17	1.7	±0.4	
ANG	92	±3	69	22	7	2	1	±5	1.4	±0.1	
USAFR	88	±12	59	34	5	2	1	±17	1.5	±0.2	
Enlisted	90	±3	65	25	7	2	1	±6	1.5	±0.1	
Officers	94	±3	62	30	6	1	1	±6	1.5	±0.1	
NHPI	93	±3	71	21	5	2	1	±11	1.4	±0.2	
ARNG	96	±6	NR	NR	5	1	NR	±11	1.5	±0.4	
USAR	90	±4	66	24	6	3	0	±8	1.5	±0.1	
USNR	96	±7	NR	NR	NR	NR	NR		1.2	±0.3	
ANG	93	±5	79	16	4	0	1	±15	1.3	±0.2	
USAFR	89	±7	71	22	4	NR	0	±11	1.4	±0.2	
Enlisted	93	±4	71	21	5	2	2	±12	1.4	±0.2	
Officers	94	±4	73	22	3	1	NR	±16	1.3	±0.2	
TWO OR MORE RACES	95	±3	61	29	8	2	0	±9	1.5	±0.2	
ARNG	93	±6	61	28	NR	0	0	±17	1.5	±0.3	
USAR	95	±4	NR	NR	3	1	0	±5	1.4	±0.3	
USNR	95	±5	67	22	8	2	0	±13	1.5	±0.2	
USMCR	96	±7	NR	NR	5	1	1	±9	1.5	±0.4	
ANG	95	±3	NR	NR	4	1	1	±4	1.4	±0.2	
USAFR	97	±2	NR	30	NR	NR	0	±18	1.8	±0.5	
Enlisted	95	±3	63	27	8	2	0	±11	1.5	±0.2	
Officers	92	±5	54	39	7	0	0	±12	1.5	±0.2	
USCGR	95	±2	62	27	7	3	1	±4	1.5	±0.1	
White	95	±2	62	27	7	3	0	±5	1.5	±0.1	
Black	97	±5	71	23	3	NR	NR	±15	1.4	±0.3	
Hispanic	88	±7	57	33	8	NR	1	±12	1.5	±0.2	
Other Race/Ethnicity	95	±6	61	26	9	3	1	±10	1.6	±0.2	
Enlisted	94	±2	63	26	7	3	1	±5	1.5	±0.1	
E1 – E4	93	±4	66	21	9	4	0	±8	1.5	±0.2	
E5 – E9	96	±2	61	30	5	2	1	±5	1.5	±0.1	
Officers	95	±3	57	33	8	1	1	±7	1.5	±0.1	

NR: Not reportable

**84. In the local community around where you live, to what extent...****b. Are hate crimes a problem?**1. Not at all  
4. Large extent2. Small extent  
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL DOD	92	±1	68	23	7	1	1	±2	1.4	±0.1	■
ARNG	91	±2	71	20	7	1	1	±3	1.4	±0.1	■
USAR	92	±2	67	24	7	2	0	±3	1.4	±0.1	■
USNR	95	±2	65	25	8	1	1	±4	1.5	±0.1	■
USMCR	90	±3	69	22	7	1	0	±5	1.4	±0.1	■
ANG	93	±2	64	26	8	2	0	±4	1.5	±0.1	■
USAFR	93	±2	61	30	7	1	0	±4	1.5	±0.1	■
Enlisted	91	±1	69	22	7	2	1	±2	1.4	±0.1	■
E1 – E4	91	±2	71	18	8	2	1	±3	1.4	±0.1	■
E5 – E9	91	±2	67	24	7	1	1	±3	1.4	±0.1	■
Officers	95	±1	62	31	6	1	0	±2	1.5	±0.1	■
O1 – O3	94	±2	67	27	6	1	0	±3	1.4	±0.1	■
O4 – O6	97	±1	58	34	6	1	0	±3	1.5	±0.1	■
Male	92	±1	68	23	7	1	1	±2	1.4	±0.1	■
Female	91	±2	66	24	7	2	1	±3	1.5	±0.1	■
AGR/FTS/AR	91	±2	70	21	7	1	0	±4	1.4	±0.1	■
Other Selected Reserve	92	±1	67	23	7	1	1	±2	1.4	±0.1	■
Reserve Unit	92	±1	68	23	7	1	1	±2	1.4	±0.1	■
Military Technician	94	±2	66	26	6	1	1	±5	1.4	±0.1	■
IMA	94	±3	57	32	9	2	0	±6	1.6	±0.1	■
Not Activated Past 12 Months	93	±1	67	24	7	1	1	±2	1.4	±0.1	■
Activated Past 12 Months	91	±2	68	23	7	1	1	±4	1.4	±0.1	■
Not Deployed Past 12 Months	92	±1	67	23	7	1	1	±2	1.4	±0.1	■
Deployed Past 12 Months	90	±2	68	23	7	1	1	±3	1.4	±0.1	■
Deployed OIF/OEF	89	±3	70	23	6	1	0	±4	1.4	±0.1	■
WHITE	93	±1	66	25	7	1	0	±2	1.4	±0.1	■
ARNG	92	±2	70	22	6	1	1	±3	1.4	±0.1	■
USAR	94	±3	65	27	6	2	0	±5	1.4	±0.1	■
USNR	96	±3	61	29	9	2	0	±5	1.5	±0.1	■
USMCR	92	±4	70	22	7	1	0	±6	1.4	±0.1	■
ANG	94	±3	64	26	8	2	0	±5	1.5	±0.1	■
USAFR	93	±3	62	30	7	1	0	±6	1.5	±0.1	■
Enlisted	93	±2	68	23	7	1	1	±3	1.4	±0.1	■
E1 – E4	93	±2	70	20	8	1	1	±4	1.4	±0.1	■
E5 – E9	92	±2	66	26	6	1	0	±3	1.4	±0.1	■
Officers	96	±1	60	32	6	1	0	±3	1.5	±0.1	■
BLACK	88	±2	71	19	7	2	1	±3	1.4	±0.1	■
ARNG	86	±3	76	14	7	2	2	±4	1.4	±0.1	■
USAR	88	±3	69	21	8	2	0	±5	1.4	±0.1	■
USNR	91	±2	72	18	7	1	2	±4	1.4	±0.1	■
USMCR	82	±8	79	15	4	2	0	±7	1.3	±0.1	■
ANG	90	±2	68	23	7	1	1	±4	1.4	±0.1	■
USAFR	89	±2	63	26	8	2	1	±3	1.5	±0.1	■
Enlisted	88	±2	72	18	8	2	1	±3	1.4	±0.1	■
E1 – E4	87	±3	73	14	9	3	1	±5	1.5	±0.1	■
E5 – E9	88	±2	71	20	7	2	1	±3	1.4	±0.1	■
Officers	90	±3	68	26	5	1	0	±3	1.4	±0.1	■

Note. Percent responding are Reserve component members who answered the question.

84b. Continued	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
HISPANIC	89	±2	72	17	8	2	1	±3	1.4	±0.1	
ARNG	86	±5	77	14	7	1	1	±6	1.4	±0.1	
USAR	90	±3	72	15	9	3	1	±6	1.5	±0.2	
USNR	93	±3	77	15	6	1	1	±6	1.3	±0.1	
USMCR	86	±6	64	23	10	0	3	±10	1.5	±0.2	
ANG	92	±3	67	24	8	1	0	±8	1.4	±0.2	
USAFR	94	±2	57	31	8	1	NR	±10	1.6	±0.3	
Enlisted	89	±3	72	17	8	2	1	±4	1.4	±0.1	
E1 – E4	87	±4	72	17	6	3	3	±6	1.5	±0.2	
E5 – E9	90	±3	72	17	10	1	0	±4	1.4	±0.1	
Officers	93	±3	69	23	6	1	1	±4	1.4	±0.1	
AIAN	84	±9	70	20	7	2	1	±11	1.4	±0.2	
ARNG	86	±13	76	13	7	3	0	±14	1.4	±0.2	
USAR	84	±17	NR	NR	3	1	1	±6	1.4	±0.3	
USNR	98	±3	NR	NR	7	2	2	±7	1.5	±0.3	
ANG	60	±35	NR	NR	5	0	0	±6	1.6	±0.3	
USAFR	96	±3	NR	23	NR	1	0	±11	1.7	±0.4	
Enlisted	83	±10	71	19	7	2	1	±12	1.4	±0.2	
Officers	95	±3	64	26	7	1	1	±14	1.5	±0.2	
ASIAN	91	±3	66	23	8	2	1	±5	1.5	±0.1	
ARNG	92	±5	64	23	10	2	1	±11	1.5	±0.2	
USAR	89	±3	69	20	8	1	1	±7	1.4	±0.1	
USNR	93	±3	64	26	5	2	2	±11	1.5	±0.2	
USMCR	90	±5	53	31	7	NR	1	±17	1.7	±0.4	
ANG	92	±3	70	20	6	3	1	±5	1.4	±0.1	
USAFR	88	±12	68	25	5	1	1	±15	1.4	±0.2	
Enlisted	90	±3	66	22	8	2	1	±6	1.5	±0.1	
Officers	94	±3	65	27	6	2	1	±5	1.5	±0.1	
NHPI	93	±3	67	24	6	1	2	±12	1.5	±0.2	
ARNG	96	±6	NR	NR	6	1	NR	±10	1.6	±0.4	
USAR	90	±4	72	19	6	3	1	±6	1.4	±0.1	
USNR	96	±7	NR	NR	NR	NR	2	±7	1.3	±0.3	
ANG	93	±5	NR	NR	3	0	0	±4	1.3	±0.2	
USAFR	90	±7	76	16	5	3	0	±10	1.3	±0.2	
Enlisted	93	±4	68	23	6	1	2	±14	1.5	±0.2	
Officers	95	±4	NR	NR	3	2	NR	±4	1.5	±0.2	
TWO OR MORE RACES	93	±4	64	24	9	2	0	±9	1.5	±0.2	
ARNG	90	±9	65	20	NR	0	0	±17	1.5	±0.3	
USAR	95	±4	NR	NR	3	1	0	±6	1.3	±0.2	
USNR	95	±5	68	20	10	1	1	±13	1.5	±0.2	
USMCR	96	±7	82	9	6	3	NR	±17	1.3	±0.3	
ANG	95	±3	NR	NR	4	1	0	±3	1.4	±0.2	
USAFR	97	±2	NR	NR	NR	NR	0	±0	1.9	±0.5	
Enlisted	93	±5	65	23	10	2	0	±11	1.5	±0.2	
Officers	92	±5	61	34	5	0	0	±12	1.4	±0.2	
USCGR	94	±2	62	28	9	2	1	±4	1.5	±0.1	
White	95	±2	61	28	9	2	0	±5	1.5	±0.1	
Black	97	±5	71	26	1	NR	NR	±15	1.4	±0.2	
Hispanic	87	±7	65	26	8	NR	1	±12	1.5	±0.2	
Other Race/Ethnicity	95	±5	63	25	10	2	0	±10	1.5	±0.2	
Enlisted	94	±3	62	26	9	2	0	±5	1.5	±0.1	
E1 – E4	93	±4	61	26	10	3	0	±8	1.5	±0.2	
E5 – E9	96	±2	63	27	8	1	1	±5	1.5	±0.1	
Officers	95	±3	58	33	8	0	1	±7	1.5	±0.1	

NR: Not reportable

## 84. In the local community around where you live, to what extent...

## c. Are gangs a problem?

1. Not at all  
4. Large extent

2. Small extent  
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL DOD	92	±1	54	24	15	5	3	±2	1.8	±0.1	
ARNG	91	±2	59	21	12	5	3	±3	1.7	±0.1	
USAR	91	±2	53	24	16	4	2	±3	1.8	±0.1	
USNR	94	±2	49	27	16	6	3	±4	1.9	±0.1	
USMCR	90	±3	54	22	15	5	4	±5	1.8	±0.1	
ANG	93	±2	48	28	16	6	2	±4	1.9	±0.1	
USAFR	93	±2	47	26	18	5	3	±4	1.9	±0.1	
Enlisted	91	±1	56	22	14	5	3	±2	1.8	±0.1	
E1 – E4	91	±2	60	18	13	5	4	±3	1.7	±0.1	
E5 – E9	91	±2	53	26	15	5	2	±3	1.8	±0.1	
Officers	95	±1	45	30	18	6	2	±2	1.9	±0.1	
O1 – O3	94	±2	50	27	16	5	2	±3	1.8	±0.1	
O4 – O6	96	±1	41	32	19	6	2	±3	2.0	±0.1	
Male	92	±1	54	24	15	5	3	±2	1.8	±0.1	
Female	91	±2	54	24	15	5	3	±3	1.8	±0.1	
AGR/FTS/AR	91	±3	53	25	15	5	2	±4	1.8	±0.1	
Other Selected Reserve	92	±1	54	23	15	5	3	±2	1.8	±0.1	
Reserve Unit	92	±1	55	23	14	5	3	±2	1.8	±0.1	
Military Technician	94	±3	54	25	13	5	3	±5	1.8	±0.2	
IMA	93	±3	36	34	21	6	3	±6	2.1	±0.2	
Not Activated Past 12 Months	93	±1	54	24	15	5	3	±2	1.8	±0.1	
Activated Past 12 Months	91	±2	55	23	14	5	3	±4	1.8	±0.1	
Not Deployed Past 12 Months	92	±1	54	24	15	5	3	±2	1.8	±0.1	
Deployed Past 12 Months	90	±2	55	23	14	5	3	±3	1.8	±0.1	
Deployed OIF/OEF	89	±3	57	23	13	5	2	±4	1.7	±0.1	
WHITE	93	±1	54	24	15	5	2	±2	1.8	±0.1	
ARNG	92	±2	60	21	11	5	2	±3	1.7	±0.1	
USAR	93	±3	52	26	17	4	1	±5	1.8	±0.1	
USNR	96	±3	46	27	18	6	3	±6	1.9	±0.2	
USMCR	91	±4	58	21	14	4	3	±7	1.7	±0.2	
ANG	94	±3	47	28	16	6	2	±5	1.9	±0.1	
USAFR	93	±3	48	27	19	5	1	±6	1.8	±0.2	
Enlisted	92	±2	56	23	14	5	2	±3	1.7	±0.1	
E1 – E4	93	±2	62	17	13	5	3	±4	1.7	±0.1	
E5 – E9	92	±2	52	27	15	5	2	±3	1.8	±0.1	
Officers	96	±1	43	31	18	6	2	±3	1.9	±0.1	
BLACK	88	±2	57	21	13	5	4	±3	1.8	±0.1	
ARNG	86	±3	58	20	13	4	5	±5	1.8	±0.1	
USAR	88	±3	56	19	14	5	5	±5	1.8	±0.2	
USNR	91	±2	59	22	12	5	3	±5	1.7	±0.1	
USMCR	82	±8	59	18	15	4	4	±8	1.7	±0.2	
ANG	89	±2	53	25	14	6	3	±4	1.8	±0.1	
USAFR	89	±2	51	26	13	6	4	±3	1.9	±0.1	
Enlisted	87	±2	57	20	13	5	5	±3	1.8	±0.1	
E1 – E4	86	±3	56	17	15	5	6	±5	1.9	±0.2	
E5 – E9	88	±2	57	22	12	5	4	±3	1.8	±0.1	
Officers	90	±3	53	28	13	4	2	±3	1.7	±0.1	

Note. Percent responding are Reserve component members who answered the question.



2007 Workplace and Equal Opportunity Survey of Reserve Component Members

84c. Continued	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
HISPANIC	89	±2	54	21	16	5	4	±4	1.8	±0.1	
ARNG	86	±5	58	20	14	5	3	±6	1.7	±0.2	
USAR	89	±4	56	18	16	5	4	±6	1.8	±0.2	
USNR	92	±4	51	26	16	5	2	±8	1.8	±0.2	
USMCR	88	±5	41	22	20	7	9	±9	2.2	±0.3	
ANG	92	±3	56	20	15	7	2	±8	1.8	±0.2	
USAFR	94	±2	42	23	21	5	9	±10	2.1	±0.3	
Enlisted	88	±3	55	20	15	5	4	±4	1.8	±0.1	
E1 – E4	88	±4	57	18	13	5	8	±6	1.9	±0.2	
E5 – E9	89	±3	53	22	17	6	2	±5	1.8	±0.1	
Officers	93	±3	51	24	18	5	2	±5	1.8	±0.1	
AIAN	84	±9	52	21	20	5	1	±11	1.8	±0.2	
ARNG	85	±13	57	14	25	3	1	±18	1.8	±0.3	
USAR	84	±17	NR	NR	NR	2	2	±3	1.7	±0.4	
USNR	98	±3	NR	16	8	NR	3	±16	NR		
ANG	60	±35	NR	NR	9	5	1	±9	1.9	±0.1	
USAFR	95	±4	NR	16	NR	8	1	±9	2.0	±0.4	
Enlisted	82	±10	53	20	21	5	1	±12	1.8	±0.3	
Officers	95	±3	42	31	18	7	2	±16	1.9	±0.3	
ASIAN	90	±3	54	27	13	3	3	±5	1.7	±0.1	
ARNG	91	±5	53	22	18	3	3	±12	1.8	±0.2	
USAR	89	±3	56	26	12	3	2	±9	1.7	±0.2	
USNR	93	±3	53	32	7	3	4	±11	1.7	±0.2	
USMCR	90	±5	46	32	NR	6	2	±17	1.9	±0.3	
ANG	92	±3	58	25	11	4	2	±5	1.7	±0.1	
USAFR	88	±12	52	30	12	4	2	±14	1.7	±0.2	
Enlisted	90	±3	55	25	13	3	3	±6	1.7	±0.1	
Officers	94	±3	48	32	14	4	2	±6	1.8	±0.1	
NHPI	92	±4	60	25	10	3	2	±14	1.6	±0.2	
ARNG	93	±8	NR	NR	6	5	NR	±11	1.7	±0.4	
USAR	89	±4	62	24	11	2	2	±8	1.6	±0.2	
USNR	96	±7	NR	9	NR	NR	4	±15	1.5	±0.4	
ANG	93	±5	NR	17	NR	1	1	±13	1.6	±0.4	
USAFR	90	±7	60	25	11	4	0	±11	1.6	±0.2	
Enlisted	91	±4	61	26	7	3	3	±15	1.6	±0.2	
Officers	95	±4	NR	15	NR	2	NR	±10	1.8	±0.4	
TWO OR MORE RACES	93	±4	41	29	21	7	3	±9	2.0	±0.2	
ARNG	90	±9	NR	25	18	NR	0	±17	1.9	±0.4	
USAR	95	±4	NR	NR	NR	1	NR	±2	2.1	±0.4	
USNR	94	±5	38	NR	16	6	3	±14	2.0	±0.2	
USMCR	96	±7	NR	NR	9	5	1	±12	1.7	±0.4	
ANG	95	±3	NR	NR	NR	3	1	±6	1.8	±0.4	
USAFR	97	±2	NR	24	NR	12	NR	±18	2.5	±0.6	
Enlisted	93	±5	40	29	22	6	3	±11	2.0	±0.3	
Officers	92	±5	47	27	15	11	0	±11	1.9	±0.3	
USCGR	94	±2	51	22	18	5	4	±4	1.9	±0.1	
White	95	±3	51	22	19	5	4	±5	1.9	±0.1	
Black	97	±5	65	15	14	NR	NR	±15	1.6	±0.3	
Hispanic	88	±7	51	20	19	4	6	±12	2.0	±0.3	
Other Race/Ethnicity	95	±5	49	29	13	6	3	±9	1.8	±0.2	
Enlisted	94	±3	52	21	18	5	4	±5	1.9	±0.1	
E1 – E4	92	±4	51	22	19	5	4	±8	1.9	±0.2	
E5 – E9	96	±2	54	20	17	5	4	±5	1.8	±0.2	
Officers	95	±3	47	25	19	6	3	±7	1.9	±0.2	

NR: Not reportable

## 85. To what extent...

## a. Do you feel uneasy being around people who are of race/ethnic backgrounds different from yours?

1. Not at all  
4. Large extent

2. Small extent  
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL DOD	92	±1	86	11	3	0	1	±1	1.2	±0.1	
ARNG	91	±2	85	10	3	0	1	±2	1.2	±0.1	
USAR	92	±2	87	10	3	1	0	±2	1.2	±0.1	
USNR	96	±2	86	11	3	0	1	±3	1.2	±0.1	
USMCR	90	±3	86	10	3	0	0	±4	1.2	±0.1	
ANG	94	±2	86	12	2	0	0	±3	1.2	±0.1	
USAFR	93	±2	86	11	2	0	1	±3	1.2	±0.1	
Enlisted	91	±1	86	10	3	0	1	±2	1.2	±0.1	
E1 – E4	91	±2	87	9	4	0	1	±2	1.2	±0.1	
E5 – E9	92	±2	86	11	3	0	0	±2	1.2	±0.1	
Officers	95	±1	84	13	1	1	0	±2	1.2	±0.1	
O1 – O3	94	±2	83	13	2	1	1	±3	1.2	±0.1	
O4 – O6	97	±1	85	13	1	0	0	±2	1.2	±0.1	
Male	92	±1	86	11	3	0	1	±2	1.2	±0.1	
Female	91	±2	87	10	2	0	0	±2	1.2	±0.1	
AGR/FTS/AR	91	±3	88	8	3	0	1	±3	1.2	±0.1	
Other Selected Reserve	92	±1	86	11	3	0	0	±2	1.2	±0.1	
Reserve Unit	92	±1	86	11	3	0	1	±2	1.2	±0.1	
Military Technician	95	±2	85	11	2	1	1	±4	1.2	±0.1	
IMA	96	±3	89	10	1	0	0	±4	1.1	±0.1	
Not Activated Past 12 Months	93	±1	86	11	3	0	0	±2	1.2	±0.1	
Activated Past 12 Months	91	±2	86	10	3	0	1	±3	1.2	±0.1	
Not Deployed Past 12 Months	93	±1	86	11	3	0	0	±2	1.2	±0.1	
Deployed Past 12 Months	90	±2	87	10	3	0	1	±3	1.2	±0.1	
Deployed OIF/OEF	89	±3	87	10	2	0	1	±3	1.2	±0.1	
WHITE	93	±1	86	11	2	0	0	±2	1.2	±0.1	
ARNG	92	±2	85	11	3	0	1	±3	1.2	±0.1	
USAR	93	±3	87	11	1	0	0	±4	1.2	±0.1	
USNR	97	±2	85	11	3	0	1	±4	1.2	±0.1	
USMCR	92	±4	87	11	2	0	0	±5	1.1	±0.1	
ANG	95	±2	85	13	2	0	0	±4	1.2	±0.1	
USAFR	94	±3	85	13	2	0	0	±5	1.2	±0.1	
Enlisted	93	±2	86	11	3	0	0	±2	1.2	±0.1	
E1 – E4	93	±2	86	10	3	0	1	±3	1.2	±0.1	
E5 – E9	93	±2	86	11	2	0	0	±3	1.2	±0.1	
Officers	96	±1	84	14	1	1	0	±2	1.2	±0.1	
BLACK	88	±2	86	9	3	1	1	±2	1.2	±0.1	
ARNG	87	±3	84	11	3	1	1	±4	1.2	±0.1	
USAR	89	±3	85	9	4	1	1	±4	1.2	±0.1	
USNR	91	±2	88	8	3	1	1	±3	1.2	±0.1	
USMCR	82	±8	86	8	6	0	0	±6	1.2	±0.1	
ANG	91	±2	87	9	3	0	0	±3	1.2	±0.1	
USAFR	89	±2	90	7	2	1	0	±2	1.1	±0.1	
Enlisted	88	±2	85	9	3	1	1	±2	1.2	±0.1	
E1 – E4	86	±3	87	8	3	1	1	±4	1.2	±0.1	
E5 – E9	89	±2	85	10	4	1	1	±3	1.2	±0.1	
Officers	91	±2	87	10	2	1	1	±2	1.2	±0.1	

Note. Percent responding are Reserve component members who answered the question.

85a. Continued	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
HISPANIC	89	±2	88	7	3	1	1	±3	1.2	±0.1	
ARNG	86	±5	88	7	3	1	1	±5	1.2	±0.1	
USAR	90	±3	89	4	6	1	0	±4	1.2	±0.1	
USNR	94	±3	86	11	1	0	1	±7	1.2	±0.1	
USMCR	89	±5	85	8	4	0	NR	±9	1.3	±0.2	
ANG	92	±4	90	9	1	0	0	±5	1.1	±0.1	
USAFR	94	±2	90	5	2	0	NR	±7	1.2	±0.2	
Enlisted	89	±3	88	6	4	1	1	±3	1.2	±0.1	
E1 – E4	88	±4	90	4	5	1	1	±4	1.2	±0.1	
E5 – E9	90	±3	87	9	3	1	0	±4	1.2	±0.1	
Officers	93	±3	88	10	2	0	0	±3	1.1	±0.1	
AIAN	84	±9	87	9	4	0	0	±9	1.2	±0.1	
ARNG	86	±13	83	11	6	1	0	±15	1.2	±0.2	
USAR	84	±17	91	7	2	0	0	±12	1.1	±0.1	
USNR	98	±3	95	4	1	0	0	±6	1.1	±0.1	
ANG	60	±35	93	4	2	0	0	±7	1.1	±0.1	
USAFR	96	±3	NR	NR	1	0	0	±2	1.2	±0.2	
Enlisted	83	±10	88	8	4	0	0	±10	1.2	±0.2	
Officers	96	±3	79	17	1	NR	0	±15	1.3	±0.2	
ASIAN	91	±3	80	14	4	1	0	±5	1.3	±0.1	
ARNG	92	±5	78	17	4	1	0	±11	1.3	±0.1	
USAR	90	±3	82	12	4	1	1	±5	1.3	±0.1	
USNR	94	±3	81	14	3	2	0	±12	1.3	±0.1	
USMCR	91	±5	74	16	NR	1	0	±18	1.4	±0.3	
ANG	93	±3	83	10	5	2	0	±4	1.2	±0.1	
USAFR	88	±12	NR	NR	2	0	0	±2	1.2	±0.2	
Enlisted	91	±3	79	15	5	2	0	±6	1.3	±0.1	
Officers	94	±3	85	13	2	0	0	±4	1.2	±0.1	
NHPI	93	±3	88	7	3	1	1	±5	1.2	±0.1	
ARNG	96	±6	90	6	3	0	1	±12	1.2	±0.2	
USAR	89	±4	82	11	4	2	2	±5	1.3	±0.1	
USNR	94	±7	96	2	NR	1	NR	±9	1.1	±0.1	
ANG	95	±4	92	4	3	1	0	±8	1.1	±0.1	
USAFR	90	±7	90	7	NR	0	0	±9	1.1	±0.1	
Enlisted	93	±4	89	7	2	1	1	±5	1.2	±0.1	
Officers	94	±4	83	7	NR	2	NR	±17	1.3	±0.3	
TWO OR MORE RACES	94	±3	86	10	2	1	0	±8	1.2	±0.1	
ARNG	92	±6	91	NR	2	0	0	±13	1.1	±0.2	
USAR	96	±4	NR	NR	1	NR	0	±3	1.3	±0.4	
USNR	96	±5	88	6	4	0	1	±8	1.2	±0.2	
USMCR	96	±7	96	4	NR	NR	NR	±7	1.0	±0.1	
ANG	96	±3	88	10	1	0	0	±14	1.1	±0.1	
USAFR	97	±2	NR	NR	2	0	0	±4	1.3	±0.2	
Enlisted	95	±3	87	9	2	2	0	±9	1.2	±0.2	
Officers	93	±5	81	17	1	0	0	±14	1.2	±0.2	
USCGR	95	±2	85	13	1	0	0	±3	1.2	±0.1	
White	96	±2	84	14	1	0	0	±4	1.2	±0.1	
Black	97	±5	82	12	NR	NR	NR	±15	1.2	±0.2	
Hispanic	92	±6	90	9	1	NR	NR	±9	1.1	±0.1	
Other Race/Ethnicity	95	±6	91	8	1	0	0	±7	1.1	±0.1	
Enlisted	95	±2	85	13	2	0	0	±4	1.2	±0.1	
E1 – E4	94	±4	86	13	2	0	0	±7	1.2	±0.1	
E5 – E9	96	±2	85	14	1	0	0	±4	1.2	±0.1	
Officers	96	±3	85	13	1	0	1	±6	1.2	±0.1	

NR: Not reportable

## 85. To what extent...

b. Have you felt pressure from National Guard/Reserve component members who are of your race/ethnicity not to socialize with members of other race/ethnic groups?

1. Not at all  
4. Large extent

2. Small extent  
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL DOD	92	±1	94	4	2	0	0	±1	1.1	±0.1	
ARNG	91	±2	93	5	2	0	0	±2	1.1	±0.1	
USAR	92	±2	92	5	3	0	0	±2	1.1	±0.1	
USNR	95	±2	96	3	1	0	0	±2	1.1	±0.1	
USMCR	90	±3	94	4	1	0	0	±3	1.1	±0.1	
ANG	93	±2	96	3	1	0	0	±2	1.1	±0.1	
USAFR	93	±2	96	2	1	0	0	±2	1.1	±0.1	
Enlisted	91	±1	93	4	2	0	0	±1	1.1	±0.1	
E1 – E4	91	±2	94	4	2	0	0	±2	1.1	±0.1	
E5 – E9	91	±2	93	5	2	0	0	±2	1.1	±0.1	
Officers	95	±1	96	3	1	0	0	±1	1.1	±0.1	
O1 – O3	94	±2	95	3	1	0	0	±2	1.1	±0.1	
O4 – O6	97	±1	97	2	1	0	0	±1	1.0	±0.1	
Male	92	±1	94	4	2	0	0	±1	1.1	±0.1	
Female	91	±2	94	4	2	0	0	±2	1.1	±0.1	
AGR/FTS/AR	91	±2	92	6	2	0	0	±3	1.1	±0.1	
Other Selected Reserve	92	±1	94	4	2	0	0	±1	1.1	±0.1	
Reserve Unit	92	±1	94	4	2	0	0	±1	1.1	±0.1	
Military Technician	95	±2	95	4	1	0	0	±3	1.1	±0.1	
IMA	95	±3	97	3	0	0	0	±3	1.0	±0.1	
Not Activated Past 12 Months	93	±1	94	4	2	0	0	±1	1.1	±0.1	
Activated Past 12 Months	91	±2	92	5	2	0	0	±2	1.1	±0.1	
Not Deployed Past 12 Months	93	±1	94	4	2	0	0	±1	1.1	±0.1	
Deployed Past 12 Months	90	±2	93	5	2	1	0	±2	1.1	±0.1	
Deployed OIF/OEF	89	±3	92	5	2	1	0	±2	1.1	±0.1	
WHITE	93	±1	95	3	1	0	0	±1	1.1	±0.1	
ARNG	92	±2	95	4	1	0	0	±2	1.1	±0.1	
USAR	93	±3	93	4	2	0	0	±3	1.1	±0.1	
USNR	97	±2	97	2	1	0	0	±3	1.0	±0.1	
USMCR	92	±4	96	3	1	0	0	±4	1.0	±0.1	
ANG	94	±3	96	3	1	0	0	±3	1.1	±0.1	
USAFR	94	±3	98	1	1	0	0	±3	1.0	±0.1	
Enlisted	93	±2	95	4	1	0	0	±2	1.1	±0.1	
E1 – E4	93	±2	95	3	2	0	0	±2	1.1	±0.1	
E5 – E9	93	±2	94	4	1	0	0	±2	1.1	±0.1	
Officers	96	±1	97	2	1	0	0	±1	1.0	±0.1	
BLACK	88	±2	89	6	3	1	1	±2	1.2	±0.1	
ARNG	87	±3	88	8	3	1	1	±4	1.2	±0.1	
USAR	88	±3	89	7	4	0	0	±3	1.2	±0.1	
USNR	91	±2	93	4	2	1	1	±2	1.1	±0.1	
USMCR	81	±8	90	5	4	0	0	±6	1.1	±0.1	
ANG	90	±2	92	5	2	1	0	±3	1.1	±0.1	
USAFR	90	±2	93	5	1	0	0	±2	1.1	±0.1	
Enlisted	88	±2	89	6	3	1	1	±2	1.2	±0.1	
E1 – E4	86	±4	89	7	3	1	0	±4	1.2	±0.1	
E5 – E9	89	±2	89	6	4	0	1	±3	1.2	±0.1	
Officers	91	±3	91	7	2	0	1	±2	1.1	±0.1	

Note. Percent responding are Reserve component members who answered the question.

85b. Continued	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
HISPANIC	89	±2	92	5	2	1	0	±2	1.1	±0.1	
ARNG	86	±5	90	7	2	2	0	±5	1.2	±0.1	
USAR	90	±3	92	4	3	1	0	±4	1.1	±0.1	
USNR	94	±3	96	2	1	0	0	±2	1.1	±0.1	
USMCR	89	±5	91	8	1	0	0	±9	1.1	±0.1	
ANG	93	±3	92	7	1	0	0	±10	1.1	±0.1	
USAFR	94	±2	93	3	0	NR	0	±9	1.1	±0.2	
Enlisted	89	±3	92	5	2	1	0	±3	1.1	±0.1	
E1 – E4	88	±4	92	5	2	1	0	±4	1.1	±0.1	
E5 – E9	90	±3	91	6	2	1	0	±4	1.1	±0.1	
Officers	93	±3	94	4	1	0	1	±2	1.1	±0.1	
AIAN	83	±10	93	3	3	0	0	±8	1.1	±0.1	
ARNG	86	±13	90	5	NR	0	0	±11	1.2	±0.2	
USAR	84	±17	97	2	1	0	0	±3	1.0	±0.1	
USNR	81	±28	98	1	1	0	0	±3	1.0	±0.1	
ANG	61	±35	98	1	1	0	0	±3	1.0	±0.1	
USAFR	96	±3	96	3	0	0	1	±5	1.1	±0.1	
Enlisted	81	±10	94	3	3	0	0	±9	1.1	±0.1	
Officers	95	±3	92	7	1	0	0	±14	1.1	±0.1	
ASIAN	91	±3	89	6	4	1	0	±4	1.2	±0.1	
ARNG	92	±5	88	8	3	1	0	±7	1.2	±0.1	
USAR	90	±3	88	8	3	1	0	±4	1.2	±0.1	
USNR	94	±3	91	6	2	1	0	±4	1.1	±0.1	
USMCR	91	±5	NR	4	NR	NR	0	±4	1.4	±0.5	
ANG	94	±3	94	4	2	1	0	±3	1.1	±0.1	
USAFR	88	±12	NR	2	NR	0	0	±2	1.2	±0.3	
Enlisted	91	±3	87	7	5	1	0	±4	1.2	±0.1	
Officers	94	±3	94	4	1	0	0	±4	1.1	±0.1	
NHPI	93	±3	94	3	2	1	0	±3	1.1	±0.1	
ARNG	96	±6	97	2	1	1	0	±5	1.1	±0.1	
USAR	90	±4	88	6	3	1	1	±4	1.2	±0.1	
USNR	96	±7	98	2	NR	NR	NR	±8	1.0	±0.1	
ANG	95	±4	93	3	3	1	0	±7	1.1	±0.1	
USAFR	90	±7	96	3	1	0	0	±9	1.0	±0.1	
Enlisted	93	±4	94	3	2	1	0	±3	1.1	±0.1	
Officers	95	±3	96	1	2	0	0	±5	1.1	±0.1	
TWO OR MORE RACES	94	±3	98	2	1	0	0	±2	1.0	±0.1	
ARNG	92	±6	99	1	0	0	0	±4	1.0	±0.1	
USAR	96	±4	98	2	0	0	0	±3	1.0	±0.1	
USNR	95	±5	92	4	2	1	0	±7	1.1	±0.1	
USMCR	96	±7	98	0	NR	NR	1	±5	1.1	±0.1	
ANG	96	±3	97	2	1	0	0	±7	1.1	±0.1	
USAFR	97	±2	96	2	1	0	0	±4	1.0	±0.1	
Enlisted	95	±3	98	1	1	0	0	±2	1.0	±0.1	
Officers	92	±5	95	4	1	0	0	±6	1.1	±0.1	
USCGR	95	±2	97	2	1	0	0	±2	1.0	±0.1	
White	95	±2	97	2	1	0	0	±2	1.0	±0.1	
Black	95	±6	96	4	NR	NR	NR	±11	1.0	±0.1	
Hispanic	92	±6	94	5	1	NR	NR	±8	1.1	±0.1	
Other Race/Ethnicity	95	±5	98	1	0	1	0	±3	1.0	±0.1	
Enlisted	95	±2	97	2	1	0	0	±2	1.0	±0.1	
E1 – E4	94	±4	97	3	0	0	0	±4	1.0	±0.1	
E5 – E9	96	±2	97	2	1	0	0	±3	1.0	±0.1	
Officers	95	±3	97	2	1	0	1	±4	1.1	±0.1	

NR: Not reportable

## 85. To what extent...

## c. Do you feel comfortable interacting with people from different race/ethnic groups?

1. Not at all  
4. Large extent

2. Small extent  
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL DOD	92	±1	28	2	6	22	42	±2	3.5	±0.1	
ARNG	91	±2	28	3	7	22	40	±3	3.4	±0.1	
USAR	92	±2	29	2	6	22	41	±3	3.4	±0.1	
USNR	95	±2	28	2	4	21	46	±4	3.5	±0.2	
USMCR	91	±3	28	3	6	15	47	±5	3.5	±0.2	
ANG	94	±2	26	3	5	24	42	±4	3.5	±0.2	
USAFR	93	±2	26	2	5	24	43	±4	3.5	±0.2	
Enlisted	91	±1	29	3	6	22	40	±2	3.4	±0.1	
E1 – E4	91	±2	29	2	7	19	43	±3	3.4	±0.1	
E5 – E9	92	±2	29	3	6	23	39	±3	3.4	±0.1	
Officers	95	±1	21	1	4	26	47	±2	3.8	±0.1	
O1 – O3	94	±2	21	1	6	26	46	±3	3.7	±0.1	
O4 – O6	97	±1	20	2	3	26	50	±3	3.8	±0.1	
Male	92	±1	28	2	6	23	40	±2	3.4	±0.1	
Female	91	±2	25	2	5	21	47	±3	3.6	±0.1	
AGR/FTS/AR	91	±2	29	2	6	24	39	±4	3.4	±0.2	
Other Selected Reserve	92	±1	28	2	6	22	42	±2	3.5	±0.1	
Reserve Unit	92	±1	28	2	6	22	42	±2	3.5	±0.1	
Military Technician	95	±2	30	5	5	24	37	±5	3.3	±0.2	
IMA	95	±3	22	1	2	24	51	±6	3.8	±0.2	
Not Activated Past 12 Months	93	±1	27	3	6	23	42	±2	3.5	±0.1	
Activated Past 12 Months	91	±2	28	2	6	23	42	±4	3.5	±0.2	
Not Deployed Past 12 Months	93	±1	27	3	6	22	42	±2	3.5	±0.1	
Deployed Past 12 Months	90	±2	31	2	7	22	39	±3	3.4	±0.1	
Deployed OIF/OEF	89	±3	33	1	6	21	39	±4	3.3	±0.2	
WHITE	94	±1	26	2	6	24	41	±2	3.5	±0.1	
ARNG	93	±2	26	3	8	24	39	±3	3.5	±0.1	
USAR	94	±3	25	2	6	25	42	±5	3.6	±0.2	
USNR	96	±2	27	2	4	22	45	±5	3.5	±0.2	
USMCR	92	±4	28	2	6	16	48	±7	3.5	±0.3	
ANG	95	±2	26	3	5	25	41	±5	3.5	±0.2	
USAFR	94	±3	25	2	5	26	42	±6	3.6	±0.2	
Enlisted	93	±2	28	3	7	23	40	±3	3.5	±0.1	
E1 – E4	93	±2	27	2	7	21	43	±4	3.5	±0.2	
E5 – E9	93	±2	28	3	6	25	38	±3	3.4	±0.1	
Officers	96	±1	19	1	5	28	47	±3	3.8	±0.1	
BLACK	88	±2	34	4	5	17	40	±3	3.3	±0.1	
ARNG	87	±3	33	4	6	17	41	±5	3.3	±0.2	
USAR	88	±3	38	4	5	17	36	±5	3.1	±0.2	
USNR	91	±2	29	2	6	17	47	±5	3.5	±0.2	
USMCR	82	±8	32	4	7	14	42	±10	3.3	±0.4	
ANG	90	±2	29	4	5	18	44	±4	3.4	±0.2	
USAFR	89	±2	31	2	4	16	47	±3	3.4	±0.1	
Enlisted	88	±2	35	4	5	17	40	±3	3.2	±0.1	
E1 – E4	86	±4	35	4	5	14	43	±5	3.3	±0.2	
E5 – E9	89	±2	35	4	5	19	38	±3	3.2	±0.1	
Officers	91	±2	27	2	4	19	48	±3	3.6	±0.1	

Note. Percent responding are Reserve component members who answered the question.

85c. Continued	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
HISPANIC	89	±2	30	2	5	19	44	±4	3.5	±0.2	
ARNG	86	±5	33	2	7	18	42	±7	3.3	±0.3	
USAR	90	±3	31	1	5	20	44	±6	3.4	±0.2	
USNR	94	±3	26	1	3	21	50	±8	3.7	±0.3	
USMCR	89	±5	27	3	6	14	50	±9	3.6	±0.3	
ANG	92	±4	26	3	2	22	46	±9	3.6	±0.3	
USAFR	94	±2	29	1	6	23	41	±10	3.4	±0.3	
Enlisted	89	±3	31	1	6	19	43	±4	3.4	±0.2	
E1 – E4	88	±4	32	1	6	19	41	±6	3.4	±0.2	
E5 – E9	90	±3	30	2	5	19	44	±5	3.5	±0.2	
Officers	93	±3	24	2	2	20	52	±5	3.7	±0.2	
AIAN	84	±9	29	2	4	22	43	±12	3.5	±0.4	
ARNG	86	±13	27	4	2	24	NR	±17	3.5	±0.6	
USAR	82	±17	NR	1	2	NR	NR	±3	NR		
USNR	98	±3	NR	1	1	13	NR	±10	NR		
ANG	61	±35	NR	1	5	NR	NR	±6	NR		
USAFR	96	±3	25	1	9	NR	NR	±13	3.6	±0.5	
Enlisted	82	±10	31	2	4	21	42	±13	3.4	±0.5	
Officers	94	±3	14	1	1	36	48	±16	4.0	±0.3	
ASIAN	91	±3	34	3	9	19	34	±5	3.2	±0.2	
ARNG	92	±5	37	2	8	19	34	±12	3.1	±0.4	
USAR	89	±3	36	4	15	15	29	±11	3.0	±0.3	
USNR	94	±3	28	2	8	22	40	±10	3.4	±0.4	
USMCR	91	±5	31	NR	NR	13	34	±15	3.1	±0.5	
ANG	94	±3	35	2	5	23	34	±5	3.2	±0.2	
USAFR	88	±12	34	1	3	23	40	±15	3.3	±0.5	
Enlisted	91	±3	35	3	11	18	33	±6	3.1	±0.2	
Officers	93	±3	30	3	3	22	43	±6	3.4	±0.2	
NHPI	93	±3	36	2	3	20	39	±15	3.3	±0.4	
ARNG	96	±6	NR	2	1	NR	NR	±4	3.7	±0.6	
USAR	90	±4	44	3	8	15	30	±7	2.8	±0.3	
USNR	93	±9	NR	NR	NR	8	NR	±13	NR		
ANG	95	±3	NR	1	2	11	32	±18	2.7	±0.8	
USAFR	90	±7	30	1	3	19	47	±12	3.5	±0.4	
Enlisted	93	±4	35	2	3	21	39	±16	3.3	±0.4	
Officers	95	±3	NR	2	3	12	NR	±8	3.1	±0.8	
TWO OR MORE RACES	93	±4	18	2	4	21	55	±9	3.9	±0.3	
ARNG	92	±7	16	1	NR	21	NR	±17	4.0	±0.5	
USAR	96	±4	11	0	3	NR	NR	±10	4.2	±0.4	
USNR	96	±5	NR	2	6	12	39	±14	3.1	±0.7	
USMCR	96	±7	NR	NR	1	5	NR	±7	NR		
ANG	96	±3	NR	1	2	15	NR	±13	3.9	±0.7	
USAFR	88	±13	12	NR	5	NR	NR	±9	3.9	±0.5	
Enlisted	93	±4	17	3	4	20	57	±11	4.0	±0.3	
Officers	93	±5	24	0	4	28	44	±13	3.7	±0.4	
USCGR	95	±2	26	2	4	23	44	±4	3.6	±0.2	
White	96	±2	25	2	5	25	44	±5	3.6	±0.2	
Black	95	±6	42	NR	NR	14	40	±15	3.1	±0.6	
Hispanic	90	±6	26	NR	3	23	48	±12	3.7	±0.4	
Other Race/Ethnicity	95	±5	32	2	3	14	49	±10	3.5	±0.4	
Enlisted	95	±2	27	2	5	23	44	±5	3.5	±0.2	
E1 – E4	94	±4	26	2	4	18	49	±8	3.6	±0.3	
E5 – E9	96	±2	27	2	5	26	39	±5	3.5	±0.2	
Officers	95	±3	23	1	3	26	47	±7	3.7	±0.3	

NR: Not reportable

**86. During the past 12 months, have you been involved in a racial confrontation...****a. On your installation/ship?**

1. Yes, and I have seen it happen to others      2. Yes, but I have NOT seen it happen to others      3. No, but I have seen it happen to others  
4. No, and I have NOT seen it happen to others

	Percent Responding		Percentages				Max ME	Percentage Reporting Yes	
			1	2	3	4			
TOTAL DOD	92	±1	2	1	5	92	±1	3.0	±1.0
ARNG	91	±2	2	1	6	90	±2	4.0	±1.0
USAR	92	±2	2	1	7	90	±2	3.0	±2.0
USNR	95	±2	1	1	4	95	±2	2.0	±1.0
USMCR	89	±3	1	1	5	93	±3	2.0	±2.0
ANG	94	±2	0	0	3	96	±2	1.0	±1.0
USAFR	93	±2	1	1	3	95	±2	2.0	±2.0
Enlisted	91	±1	2	1	6	91	±1	3.0	±1.0
E1 – E4	91	±2	2	1	6	91	±2	3.0	±1.0
E5 – E9	91	±2	2	1	6	91	±2	3.0	±1.0
Officers	95	±1	1	1	3	95	±1	1.0	±1.0
O1 – O3	94	±2	1	1	5	94	±2	2.0	±1.0
O4 – O6	97	±1	1	0	3	96	±1	1.0	±1.0
Male	92	±1	2	1	5	93	±1	3.0	±1.0
Female	91	±2	2	1	8	89	±2	3.0	±1.0
AGR/FTS/AR	91	±2	1	1	5	92	±3	2.0	±2.0
Other Selected Reserve	92	±1	2	1	5	92	±1	3.0	±1.0
Reserve Unit	92	±1	2	1	5	92	±1	3.0	±1.0
Military Technician	95	±2	1	2	5	93	±4	3.0	±3.0
IMA	95	±3	1	0	2	96	±4	1.0	±3.0
Not Activated Past 12 Months	93	±1	1	1	4	94	±1	2.0	±1.0
Activated Past 12 Months	91	±2	3	1	7	89	±3	4.0	±2.0
Not Deployed Past 12 Months	93	±1	1	1	5	94	±1	2.0	±1.0
Deployed Past 12 Months	89	±2	4	2	7	87	±3	6.0	±2.0
Deployed OIF/OEF	89	±3	4	2	8	86	±3	6.0	±2.0
WHITE	93	±1	1	1	4	94	±1	2.0	±1.0
ARNG	92	±2	2	1	5	93	±2	2.0	±2.0
USAR	93	±3	1	1	6	92	±3	2.0	±2.0
USNR	96	±3	1	0	1	98	±3	1.0	±3.0
USMCR	90	±4	0	0	5	95	±4	0.0	±2.0
ANG	95	±2	0	0	2	97	±3	0.0	±2.0
USAFR	94	±3	1	1	2	97	±3	2.0	±3.0
Enlisted	93	±2	1	1	4	94	±2	2.0	±1.0
E1 – E4	93	±2	1	1	5	93	±2	2.0	±2.0
E5 – E9	93	±2	1	1	4	94	±2	2.0	±1.0
Officers	96	±1	0	0	3	97	±1	1.0	±1.0
BLACK	88	±2	3	2	9	86	±2	5.0	±2.0
ARNG	86	±3	5	2	11	82	±4	7.0	±3.0
USAR	88	±3	3	2	8	87	±4	4.0	±3.0
USNR	91	±2	3	1	7	89	±3	4.0	±2.0
USMCR	82	±8	1	2	4	92	±5	4.0	±4.0
ANG	91	±2	2	1	9	88	±3	3.0	±2.0
USAFR	89	±2	1	1	8	89	±2	3.0	±2.0
Enlisted	87	±2	3	2	9	86	±2	5.0	±2.0
E1 – E4	85	±4	3	2	7	88	±4	5.0	±3.0
E5 – E9	89	±2	4	2	10	84	±3	5.0	±2.0
Officers	91	±3	3	2	9	87	±2	4.0	±2.0

Note. Percent responding are Reserve component members who answered the question.



86a. Continued	Percent Responding		Percentages				Max ME	Percentage Reporting Yes		
			1	2	3	4				
HISPANIC	89	±2	3	2	7	87	±3	5.0	±2.0	
ARNG	86	±5	4	4	8	84	±6	8.0	±5.0	
USAR	90	±3	4	2	7	88	±5	5.0	±4.0	
USNR	94	±3	2	0	9	89	±7	2.0	±2.0	
USMCR	89	±5	1	1	8	90	±8	3.0	±2.0	
ANG	93	±3	NR	1	6	90	±9	NR		
USAFR	95	±2	1	0	6	93	±8	1.0	±1.0	
Enlisted	89	±3	3	2	8	87	±3	6.0	±3.0	
E1 – E4	88	±4	3	3	8	87	±5	6.0	±4.0	
E5 – E9	90	±3	4	1	8	86	±4	6.0	±3.0	
Officers	93	±3	2	1	4	93	±2	3.0	±2.0	
AIAN	84	±9	1	1	4	94	±3	2.0	±3.0	
ARNG	85	±13	2	1	5	93	±5	2.0	±5.0	
USAR	84	±17	1	0	3	96	±4	1.0	±2.0	
USNR	98	±3	0	3	2	95	±7	3.0	±7.0	
ANG	61	±35	1	1	2	97	±4	1.0	±3.0	
USAFR	96	±4	2	0	2	96	±5	2.0	±4.0	
Enlisted	83	±10	1	1	3	95	±3	2.0	±3.0	
Officers	95	±3	1	1	8	90	±11	2.0	±3.0	
ASIAN	92	±3	3	2	9	86	±4	5.0	±4.0	
ARNG	92	±5	6	1	13	80	±12	7.0	±11.0	
USAR	90	±3	3	3	9	85	±5	6.0	±4.0	
USNR	95	±2	1	1	10	88	±12	2.0	±2.0	
USMCR	91	±5	3	NR	5	83	±17	NR		
ANG	93	±3	1	1	5	93	±3	1.0	±2.0	
USAFR	88	±12	1	1	4	94	±3	2.0	±2.0	
Enlisted	91	±3	3	2	10	85	±5	5.0	±4.0	
Officers	95	±3	2	2	7	88	±5	4.0	±5.0	
NHPI	93	±3	NR	1	5	89	±14	NR		
ARNG	96	±6	NR	NR	2	NR	±4	NR		
USAR	90	±4	2	2	10	87	±5	3.0	±3.0	
USNR	96	±7	NR	NR	NR	NR		NR		
ANG	95	±4	0	0	5	95	±8	0.0	±2.0	
USAFR	89	±7	NR	1	1	96	±8	3.0	±9.0	
Enlisted	93	±4	NR	1	5	88	±15	NR		
Officers	94	±4	0	NR	3	97	±4	0.0	±2.0	
TWO OR MORE RACES	94	±3	1	3	7	90	±7	3.0	±6.0	
ARNG	92	±6	0	NR	5	90	±13	NR		
USAR	96	±4	2	1	NR	NR	±5	3.0	±4.0	
USNR	95	±5	0	4	5	91	±7	4.0	±6.0	
USMCR	95	±7	NR	NR	NR	NR		NR		
ANG	96	±3	1	0	5	94	±6	1.0	±2.0	
USAFR	97	±2	1	1	NR	NR	±3	2.0	±4.0	
Enlisted	95	±3	1	2	7	90	±9	3.0	±7.0	
Officers	93	±5	1	4	5	90	±8	5.0	±6.0	
USCGR	95	±2	1	0	3	96	±2	1.0	±2.0	
White	96	±2	0	0	3	97	±3	0.0	±2.0	
Black	97	±5	NR	NR	NR	NR		NR		
Hispanic	90	±6	2	NR	4	94	±8	2.0	±6.0	
Other Race/Ethnicity	95	±6	1	0	7	93	±7	1.0	±4.0	
Enlisted	95	±2	1	0	3	96	±3	1.0	±2.0	
E1 – E4	94	±4	1	0	5	95	±5	1.0	±4.0	
E5 – E9	96	±2	0	0	2	98	±2	1.0	±2.0	
Officers	96	±3	0	0	3	97	±4	0.0	±3.0	

NR: Not reportable

**86. During the past 12 months, have you been involved in a racial confrontation...****b. In the local community around your military duty station?**

1. Yes, and I have seen it happen to others      2. Yes, but I have NOT seen it happen to others      3. No, but I have seen it happen to others  
4. No, and I have NOT seen it happen to others

	Percent Responding		Percentages				Max ME	Percentage Reporting Yes	
			1	2	3	4			
TOTAL DOD	92	±1	2	1	8	89	±1	3.0	±1.0
ARNG	91	±2	2	1	9	88	±2	3.0	±1.0
USAR	92	±2	1	1	9	88	±2	3.0	±2.0
USNR	95	±2	1	1	6	91	±2	2.0	±2.0
USMCR	90	±3	2	1	8	90	±4	3.0	±2.0
ANG	94	±2	1	1	7	91	±3	2.0	±2.0
USAFR	93	±2	1	1	8	90	±3	2.0	±2.0
Enlisted	91	±1	2	1	9	89	±2	3.0	±1.0
E1 – E4	91	±2	2	1	8	89	±2	3.0	±1.0
E5 – E9	91	±2	2	1	9	88	±2	3.0	±1.0
Officers	95	±1	1	1	7	92	±1	2.0	±1.0
O1 – O3	94	±2	1	1	7	91	±2	2.0	±1.0
O4 – O6	97	±1	1	1	7	92	±2	2.0	±1.0
Male	92	±1	2	1	8	89	±2	3.0	±1.0
Female	91	±2	1	1	10	88	±2	2.0	±1.0
AGR/FTS/AR	92	±2	2	2	10	87	±3	3.0	±2.0
Other Selected Reserve	92	±1	2	1	8	89	±1	3.0	±1.0
Reserve Unit	92	±1	2	1	8	89	±1	3.0	±1.0
Military Technician	95	±2	2	0	8	89	±4	3.0	±3.0
IMA	94	±3	1	0	6	93	±3	2.0	±3.0
Not Activated Past 12 Months	93	±1	1	1	8	90	±2	2.0	±1.0
Activated Past 12 Months	91	±2	2	1	8	89	±3	3.0	±2.0
Not Deployed Past 12 Months	93	±1	1	1	8	90	±1	2.0	±1.0
Deployed Past 12 Months	89	±2	2	1	9	87	±3	4.0	±2.0
Deployed OIF/OEF	89	±3	2	2	9	87	±3	4.0	±2.0
WHITE	93	±1	1	1	8	90	±2	2.0	±1.0
ARNG	92	±2	1	1	8	90	±2	2.0	±2.0
USAR	94	±3	1	1	9	88	±4	3.0	±2.0
USNR	96	±3	1	1	4	94	±3	2.0	±3.0
USMCR	90	±4	2	1	7	91	±5	2.0	±3.0
ANG	95	±2	1	1	7	91	±4	2.0	±3.0
USAFR	94	±3	1	1	8	91	±4	2.0	±2.0
Enlisted	93	±2	1	1	8	90	±2	2.0	±1.0
E1 – E4	93	±2	2	1	7	90	±3	2.0	±2.0
E5 – E9	93	±2	1	1	8	90	±2	2.0	±2.0
Officers	96	±1	1	1	6	93	±2	1.0	±1.0
BLACK	88	±2	4	1	10	85	±2	5.0	±2.0
ARNG	87	±3	6	2	10	82	±4	8.0	±3.0
USAR	88	±3	3	1	10	87	±4	3.0	±2.0
USNR	91	±2	2	2	9	87	±3	4.0	±2.0
USMCR	82	±8	0	1	8	91	±5	1.0	±4.0
ANG	90	±2	3	1	10	86	±3	4.0	±2.0
USAFR	89	±2	2	1	9	88	±2	3.0	±2.0
Enlisted	88	±2	4	2	10	85	±2	5.0	±2.0
E1 – E4	86	±4	4	1	9	86	±4	5.0	±3.0
E5 – E9	89	±2	4	2	10	84	±3	5.0	±2.0
Officers	91	±3	2	1	11	86	±2	3.0	±1.0

Note. Percent responding are Reserve component members who answered the question.

86b. Continued	Percent Responding		Percentages				Max ME	Percentage Reporting Yes		
			1	2	3	4				
HISPANIC	89	±2	2	1	8	88	±3	4.0	±2.0	
ARNG	86	±5	4	2	8	86	±5	6.0	±4.0	
USAR	90	±3	1	1	8	90	±4	2.0	±2.0	
USNR	94	±3	1	1	10	88	±6	2.0	±2.0	
USMCR	89	±5	1	3	8	88	±7	4.0	±6.0	
ANG	93	±3	1	1	6	92	±4	2.0	±3.0	
USAFR	94	±2	1	0	9	90	±7	1.0	±2.0	
Enlisted	89	±3	2	1	8	88	±3	4.0	±2.0	
E1 – E4	88	±4	2	1	8	89	±4	3.0	±3.0	
E5 – E9	90	±3	2	2	8	88	±3	4.0	±3.0	
Officers	93	±3	1	1	7	90	±3	2.0	±2.0	
AIAN	84	±9	2	1	7	91	±6	2.0	±2.0	
ARNG	86	±13	2	1	8	88	±11	4.0	±4.0	
USAR	84	±17	1	0	4	95	±5	1.0	±2.0	
USNR	98	±3	1	0	4	95	±6	1.0	±3.0	
ANG	61	±35	0	0	5	94	±6	0.0	±2.0	
USAFR	96	±4	2	0	7	91	±7	2.0	±4.0	
Enlisted	83	±10	2	1	7	91	±6	3.0	±3.0	
Officers	95	±3	1	1	5	93	±4	1.0	±2.0	
ASIAN	92	±3	3	2	15	81	±6	4.0	±4.0	
ARNG	92	±5	5	1	22	71	±13	7.0	±12.0	
USAR	90	±3	1	2	11	86	±5	4.0	±3.0	
USNR	95	±2	2	1	17	81	±14	2.0	±2.0	
USMCR	91	±5	2	4	NR	82	±16	6.0	±6.0	
ANG	93	±3	1	1	9	88	±4	3.0	±3.0	
USAFR	88	±12	2	1	6	91	±4	3.0	±2.0	
Enlisted	91	±3	3	1	16	80	±7	4.0	±4.0	
Officers	95	±3	2	3	12	84	±5	4.0	±3.0	
NHPI	93	±3	1	1	22	76	±16	2.0	±2.0	
ARNG	96	±6	NR	0	NR	NR	±2	0.0	±2.0	
USAR	89	±4	2	2	15	81	±5	4.0	±3.0	
USNR	95	±7	NR	NR	4	96	±11	NR		
ANG	95	±3	1	0	10	89	±10	1.0	±5.0	
USAFR	90	±7	NR	0	7	91	±7	NR		
Enlisted	93	±4	1	1	24	74	±17	2.0	±2.0	
Officers	95	±3	0	1	7	92	±6	1.0	±2.0	
TWO OR MORE RACES	94	±3	2	1	13	84	±8	2.0	±2.0	
ARNG	92	±6	0	0	11	89	±13	1.0	±2.0	
USAR	96	±4	1	1	NR	NR	±5	2.0	±4.0	
USNR	95	±5	1	3	8	89	±7	3.0	±5.0	
USMCR	95	±7	NR	NR	NR	NR		NR		
ANG	96	±3	3	0	NR	NR	±6	4.0	±6.0	
USAFR	97	±2	5	2	NR	NR	±8	6.0	±8.0	
Enlisted	95	±3	1	0	14	84	±9	2.0	±1.0	
Officers	93	±5	5	3	6	86	±10	8.0	±9.0	
USCGR	96	±2	1	2	9	88	±3	3.0	±2.0	
White	96	±2	0	2	8	89	±4	2.0	±3.0	
Black	97	±5	NR	NR	NR	95	±12	NR		
Hispanic	92	±6	2	3	14	80	±11	5.0	±8.0	
Other Race/Ethnicity	95	±6	2	0	15	83	±9	2.0	±3.0	
Enlisted	95	±2	1	2	10	88	±4	3.0	±2.0	
E1 – E4	94	±4	1	4	9	86	±7	5.0	±5.0	
E5 – E9	97	±2	1	1	10	89	±4	1.0	±2.0	
Officers	96	±3	1	1	7	92	±5	2.0	±4.0	

NR: Not reportable

**86. During the past 12 months, have you been involved in a racial confrontation...****c. In the local community around where you live?**

1. Yes, and I have seen it happen to others      2. Yes, but I have NOT seen it happen to others      3. No, but I have seen it happen to others  
4. No, and I have NOT seen it happen to others

	Percent Responding		Percentages				Max ME	Percentage Reporting Yes		
			1	2	3	4				
TOTAL DOD	92	±1	3	2	15	81	±2	5.0	±1.0	
ARNG	91	±2	3	2	15	80	±2	5.0	±2.0	
USAR	92	±2	3	2	16	80	±3	5.0	±2.0	
USNR	95	±2	3	3	13	81	±3	6.0	±2.0	
USMCR	89	±3	5	1	14	79	±5	6.0	±3.0	
ANG	94	±2	3	1	11	84	±3	4.0	±2.0	
USAFR	93	±2	3	2	15	81	±4	4.0	±2.0	
Enlisted	91	±1	3	2	15	80	±2	5.0	±1.0	
E1 – E4	91	±2	4	2	15	79	±3	6.0	±2.0	
E5 – E9	91	±2	3	2	14	81	±2	5.0	±1.0	
Officers	95	±1	2	2	13	83	±2	4.0	±1.0	
O1 – O3	93	±2	3	1	13	83	±3	4.0	±2.0	
O4 – O6	97	±1	2	2	14	83	±3	4.0	±2.0	
Male	92	±1	3	2	14	81	±2	5.0	±1.0	
Female	91	±2	3	2	16	79	±3	5.0	±2.0	
AGR/FTS/AR	91	±2	2	1	12	85	±3	3.0	±2.0	
Other Selected Reserve	92	±1	3	2	15	80	±2	5.0	±1.0	
Reserve Unit	92	±1	3	2	15	80	±2	5.0	±1.0	
Military Technician	95	±2	2	1	14	83	±4	3.0	±3.0	
IMA	95	±3	4	1	12	83	±4	5.0	±4.0	
Not Activated Past 12 Months	93	±1	3	2	14	81	±2	5.0	±1.0	
Activated Past 12 Months	91	±2	4	2	15	80	±3	6.0	±2.0	
Not Deployed Past 12 Months	93	±1	3	2	15	80	±2	5.0	±1.0	
Deployed Past 12 Months	89	±2	4	2	13	82	±3	5.0	±2.0	
Deployed OIF/OEF	88	±3	3	2	13	82	±3	5.0	±2.0	
WHITE	93	±1	2	1	15	82	±2	4.0	±1.0	
ARNG	92	±2	2	1	16	81	±3	3.0	±2.0	
USAR	94	±3	2	1	16	81	±4	3.0	±2.0	
USNR	96	±3	3	3	13	81	±5	6.0	±4.0	
USMCR	90	±4	5	1	13	81	±6	6.0	±4.0	
ANG	95	±2	2	1	11	86	±4	4.0	±3.0	
USAFR	94	±3	2	1	15	83	±5	3.0	±3.0	
Enlisted	93	±2	2	1	15	82	±2	4.0	±1.0	
E1 – E4	93	±2	3	2	16	80	±3	4.0	±2.0	
E5 – E9	93	±2	2	1	14	83	±3	3.0	±2.0	
Officers	96	±1	2	2	13	83	±2	4.0	±2.0	
BLACK	88	±2	6	2	15	76	±3	9.0	±2.0	
ARNG	86	±3	8	3	14	75	±4	11.0	±4.0	
USAR	88	±3	6	2	16	76	±4	8.0	±3.0	
USNR	91	±2	5	3	16	76	±3	8.0	±2.0	
USMCR	82	±8	3	2	13	83	±7	4.0	±5.0	
ANG	90	±2	5	2	15	78	±3	7.0	±3.0	
USAFR	89	±2	5	2	15	77	±3	7.0	±2.0	
Enlisted	87	±2	7	2	15	76	±3	9.0	±2.0	
E1 – E4	85	±4	8	2	15	75	±5	10.0	±4.0	
E5 – E9	89	±2	6	3	15	77	±3	9.0	±2.0	
Officers	91	±3	4	2	15	79	±3	6.0	±2.0	

Note. Percent responding are Reserve component members who answered the question.

86c. Continued	Percent Responding		Percentages				Max ME	Percentage Reporting Yes		
			1	2	3	4				
HISPANIC	89	±2	3	3	13	80	±3	7.0	±2.0	
ARNG	86	±5	4	4	13	79	±6	8.0	±5.0	
USAR	90	±3	3	3	12	82	±5	6.0	±4.0	
USNR	94	±3	3	2	12	83	±6	5.0	±3.0	
USMCR	89	±5	4	3	19	74	±9	7.0	±7.0	
ANG	93	±3	4	3	13	81	±8	7.0	±5.0	
USAFR	94	±2	3	NR	14	79	±9	6.0	±8.0	
Enlisted	89	±3	4	3	13	80	±3	7.0	±3.0	
E1 – E4	88	±4	4	4	16	77	±6	8.0	±4.0	
E5 – E9	90	±3	3	3	11	82	±4	6.0	±3.0	
Officers	93	±3	2	2	11	85	±5	4.0	±4.0	
AIAN	84	±9	3	1	9	87	±6	4.0	±3.0	
ARNG	85	±13	4	1	10	86	±10	5.0	±4.0	
USAR	84	±17	1	1	8	89	±8	2.0	±3.0	
USNR	97	±3	1	1	6	92	±8	2.0	±3.0	
ANG	61	±35	2	1	10	87	±12	3.0	±5.0	
USAFR	95	±4	6	1	13	80	±10	6.0	±6.0	
Enlisted	83	±10	3	1	9	87	±7	4.0	±3.0	
Officers	94	±4	3	1	12	84	±9	4.0	±3.0	
ASIAN	91	±3	3	2	18	76	±5	6.0	±2.0	
ARNG	92	±5	2	1	20	76	±10	4.0	±2.0	
USAR	90	±3	3	3	22	71	±10	7.0	±3.0	
USNR	95	±2	3	2	14	81	±6	5.0	±3.0	
USMCR	91	±5	NR	6	10	73	±15	17.0	±17.0	
ANG	93	±3	3	1	13	83	±4	4.0	±3.0	
USAFR	88	±12	3	2	17	78	±17	5.0	±3.0	
Enlisted	91	±3	4	2	19	75	±6	6.0	±2.0	
Officers	95	±3	3	2	15	80	±5	5.0	±3.0	
NHPI	92	±4	2	1	20	76	±13	4.0	±3.0	
ARNG	94	±7	1	NR	NR	NR	±4	1.0	±4.0	
USAR	89	±4	4	4	19	73	±12	8.0	±9.0	
USNR	96	±7	NR	NR	4	94	±12	NR		
ANG	95	±4	2	0	13	85	±11	2.0	±4.0	
USAFR	90	±7	3	3	13	81	±11	6.0	±10.0	
Enlisted	92	±4	2	1	22	75	±14	4.0	±4.0	
Officers	95	±3	1	1	8	89	±8	3.0	±3.0	
TWO OR MORE RACES	94	±3	4	3	18	75	±9	7.0	±6.0	
ARNG	92	±6	NR	3	11	82	±15	7.0	±14.0	
USAR	96	±4	5	1	NR	NR	±11	6.0	±11.0	
USNR	95	±5	3	4	9	83	±9	8.0	±6.0	
USMCR	95	±7	3	NR	NR	NR	±8	3.0	±8.0	
ANG	96	±3	4	0	NR	NR	±6	4.0	±5.0	
USAFR	97	±2	5	NR	NR	NR	±8	NR		
Enlisted	95	±3	4	3	18	75	±10	7.0	±7.0	
Officers	93	±5	6	2	14	77	±11	9.0	±9.0	
USCGR	96	±2	4	2	18	76	±4	6.0	±3.0	
White	96	±2	4	2	18	76	±4	6.0	±3.0	
Black	97	±5	NR	0	14	83	±14	3.0	±10.0	
Hispanic	92	±6	3	5	21	71	±12	8.0	±9.0	
Other Race/Ethnicity	95	±5	4	0	21	75	±10	4.0	±4.0	
Enlisted	95	±2	4	2	19	75	±4	6.0	±3.0	
E1 – E4	94	±4	7	4	21	69	±8	10.0	±6.0	
E5 – E9	97	±2	1	1	17	80	±5	3.0	±2.0	
Officers	96	±3	4	1	16	79	±6	5.0	±4.0	

NR: Not reportable

**87. During the past 12 months, has someone asked you...**

a. To join an extremist organization?

b. To participate in extremist activities?

	Percent Responding		Percentages		Max ME	Percentage Reporting Yes		
			a	b				
TOTAL DOD	92	±1	1	1	±1	2.0	±1.0	
ARNG	91	±2	2	1	±1	2.0	±1.0	
USAR	92	±2	1	1	±2	1.0	±2.0	
USNR	95	±2	1	1	±2	1.0	±2.0	
USMCR	90	±3	2	1	±2	2.0	±2.0	
ANG	94	±2	2	2	±2	2.0	±2.0	
USAFR	93	±2	1	0	±1	1.0	±1.0	
Enlisted	92	±1	2	1	±1	2.0	±1.0	
E1 – E4	91	±2	2	2	±1	2.0	±1.0	
E5 – E9	92	±2	1	1	±1	1.0	±1.0	
Officers	96	±1	1	1	±1	1.0	±1.0	
O1 – O3	94	±2	1	1	±1	1.0	±1.0	
O4 – O6	97	±1	1	1	±1	1.0	±1.0	
Male	92	±1	2	1	±1	2.0	±1.0	
Female	92	±2	1	1	±1	1.0	±1.0	
AGR/FTS/AR	92	±2	1	1	±2	1.0	±2.0	
Other Selected Reserve	92	±1	2	1	±1	2.0	±1.0	
Reserve Unit	92	±1	2	1	±1	2.0	±1.0	
Military Technician	96	±2	1	1	±2	1.0	±2.0	
IMA	96	±3	1	1	±2	1.0	±2.0	
Not Activated Past 12 Months	94	±1	1	1	±1	1.0	±1.0	
Activated Past 12 Months	92	±2	2	1	±2	2.0	±2.0	
Not Deployed Past 12 Months	93	±1	1	1	±1	2.0	±1.0	
Deployed Past 12 Months	90	±2	2	1	±1	2.0	±1.0	
Deployed OIF/OEF	89	±3	2	1	±2	2.0	±2.0	
WHITE	94	±1	1	1	±1	2.0	±1.0	
ARNG	93	±2	2	1	±1	2.0	±2.0	
USAR	94	±3	2	1	±2	2.0	±2.0	
USNR	96	±2	2	2	±3	2.0	±3.0	
USMCR	91	±4	1	1	±3	1.0	±3.0	
ANG	95	±2	2	2	±2	2.0	±2.0	
USAFR	94	±3	1	0	±2	1.0	±2.0	
Enlisted	93	±2	2	1	±1	2.0	±1.0	
E1 – E4	93	±2	2	2	±2	2.0	±2.0	
E5 – E9	93	±2	1	1	±1	1.0	±1.0	
Officers	96	±1	1	1	±1	1.0	±1.0	
BLACK	88	±2	2	2	±1	2.0	±1.0	
ARNG	88	±3	3	2	±3	3.0	±3.0	
USAR	88	±3	1	1	±1	1.0	±1.0	
USNR	92	±2	1	1	±1	1.0	±1.0	
USMCR	82	±8	5	5	±5	5.0	±5.0	
ANG	91	±2	2	2	±2	2.0	±2.0	
USAFR	90	±2	1	2	±1	2.0	±1.0	
Enlisted	88	±2	2	2	±1	2.0	±1.0	
E1 – E4	86	±3	2	2	±2	2.0	±2.0	
E5 – E9	89	±2	2	2	±1	2.0	±1.0	
Officers	92	±2	1	1	±1	1.0	±1.0	

Note. Percent responding are Reserve component members who answered the question.

87. Continued	Percent Responding		Percentages		Max ME	Percentage Reporting Yes		
			a	b				
HISPANIC	90	±2	1	1	±1	1.0	±1.0	
ARNG	86	±5	1	1	±2	1.0	±2.0	
USAR	91	±3	1	1	±2	1.0	±2.0	
USNR	94	±3	1	1	±2	1.0	±2.0	
USMCR	89	±5	2	2	±2	2.0	±2.0	
ANG	93	±3	1	1	±2	1.0	±2.0	
USAFR	95	±2	1	1	±1	1.0	±1.0	
Enlisted	89	±3	1	1	±1	1.0	±1.0	
E1 – E4	88	±4	1	1	±2	1.0	±2.0	
E5 – E9	90	±3	1	1	±1	1.0	±1.0	
Officers	94	±3	1	1	±1	1.0	±1.0	
AIAN	84	±9	4	4	±11	4.0	±11.0	
ARNG	86	±13	NR	NR		NR		
USAR	84	±17	1	1	±3	1.0	±3.0	
USNR	98	±3	0	0	±0	0.0	±0.0	
ANG	61	±35	1	1	±3	1.0	±3.0	
USAFR	96	±3	0	0	±0	0.0	±0.0	
Enlisted	83	±10	5	5	±12	5.0	±12.0	
Officers	96	±3	1	0	±2	1.0	±2.0	
ASIAN	92	±3	2	1	±2	2.0	±2.0	
ARNG	92	±5	2	1	±2	2.0	±2.0	
USAR	90	±3	1	1	±2	1.0	±2.0	
USNR	95	±2	1	1	±1	1.0	±1.0	
USMCR	92	±5	NR	1	±3	NR		
ANG	93	±3	1	2	±2	2.0	±2.0	
USAFR	88	±12	0	0	±1	0.0	±1.0	
Enlisted	91	±3	2	1	±2	2.0	±2.0	
Officers	95	±3	0	0	±1	0.0	±1.0	
NHPI	93	±3	1	1	±2	1.0	±2.0	
ARNG	96	±6	1	1	±2	1.0	±2.0	
USAR	90	±3	1	1	±2	1.0	±2.0	
USNR	96	±7	1	1	±5	1.0	±5.0	
ANG	95	±3	3	3	±8	3.0	±8.0	
USAFR	90	±7	3	3	±10	3.0	±10.0	
Enlisted	93	±4	1	1	±2	2.0	±2.0	
Officers	95	±3	0	0	±2	0.0	±2.0	
TWO OR MORE RACES	94	±3	1	0	±2	1.0	±2.0	
ARNG	92	±6	1	0	±6	1.0	±6.0	
USAR	96	±4	0	0	±1	0.0	±1.0	
USNR	96	±5	1	3	±5	3.0	±5.0	
USMCR	96	±7	1	1	±3	1.0	±3.0	
ANG	96	±3	1	1	±2	1.0	±2.0	
USAFR	97	±2	0	0	±0	0.0	±0.0	
Enlisted	95	±3	1	0	±3	1.0	±2.0	
Officers	93	±5	0	0	±1	0.0	±1.0	
USCGR	96	±2	1	1	±1	1.0	±1.0	
White	96	±2	1	0	±2	1.0	±1.0	
Black	97	±5	1	1	±3	1.0	±3.0	
Hispanic	92	±6	1	1	±7	1.0	±7.0	
Other Race/Ethnicity	95	±6	1	1	±3	1.0	±3.0	
Enlisted	95	±2	1	1	±1	1.0	±1.0	
E1 – E4	94	±4	0	0	±1	0.0	±1.0	
E5 – E9	97	±2	1	1	±2	1.0	±2.0	
Officers	96	±3	1	1	±2	1.0	±2.0	

NR: Not reportable

**88. Do you regularly read websites/literature that...**

- a. Advocate the separation of people based on race/ethnicity?      b. Warn of the dangers of interactions between people of different races/ethnicities?      c. Point out the dangers of racial/ethnic diversity?
- d. Point out the dangers of racial/ethnic tolerance?

	Percent Responding		Percentages				Max ME	Percentage Reporting Yes	
			a	b	c	d			
TOTAL DOD	92	±1	1	2	2	2	±1	3.0	±1.0
ARNG	91	±2	1	2	2	2	±1	3.0	±1.0
USAR	92	±2	1	2	3	3	±2	4.0	±2.0
USNR	95	±2	1	2	2	2	±2	3.0	±2.0
USMCR	90	±3	2	3	2	3	±3	4.0	±3.0
ANG	94	±2	1	1	1	1	±2	2.0	±2.0
USAFR	93	±2	1	1	1	2	±2	2.0	±2.0
Enlisted	91	±1	1	2	3	2	±1	3.0	±1.0
E1 – E4	91	±2	1	2	3	3	±1	4.0	±1.0
E5 – E9	91	±2	1	2	2	2	±1	3.0	±1.0
Officers	95	±1	0	1	1	1	±1	1.0	±1.0
O1 – O3	93	±2	1	1	1	1	±1	1.0	±1.0
O4 – O6	97	±1	0	0	1	1	±1	1.0	±1.0
Male	92	±1	1	2	2	2	±1	3.0	±1.0
Female	91	±2	1	2	2	3	±1	3.0	±1.0
AGR/FTS/AR	91	±2	1	2	3	3	±2	4.0	±2.0
Other Selected Reserve	92	±1	1	2	2	2	±1	3.0	±1.0
Reserve Unit	92	±1	1	2	2	2	±1	3.0	±1.0
Military Technician	95	±2	1	2	2	3	±3	3.0	±2.0
IMA	95	±3	0	0	1	1	±1	1.0	±1.0
Not Activated Past 12 Months	93	±1	1	2	2	2	±1	3.0	±1.0
Activated Past 12 Months	91	±2	1	2	2	2	±1	2.0	±1.0
Not Deployed Past 12 Months	93	±1	1	1	2	2	±1	3.0	±1.0
Deployed Past 12 Months	90	±2	1	2	3	3	±2	4.0	±2.0
Deployed OIF/OEF	89	±3	1	3	3	4	±2	4.0	±2.0
WHITE	93	±1	1	1	1	1	±1	2.0	±1.0
ARNG	92	±2	1	1	1	1	±1	2.0	±2.0
USAR	94	±3	1	1	2	1	±2	3.0	±3.0
USNR	97	±2	0	1	1	2	±2	2.0	±3.0
USMCR	91	±4	1	3	2	3	±4	4.0	±4.0
ANG	94	±3	0	0	1	1	±2	1.0	±2.0
USAFR	94	±3	1	0	1	0	±2	1.0	±2.0
Enlisted	93	±2	1	1	2	1	±1	2.0	±1.0
E1 – E4	93	±2	1	2	2	2	±2	3.0	±2.0
E5 – E9	93	±2	1	1	1	1	±1	2.0	±1.0
Officers	96	±1	0	0	0	0	±1	1.0	±1.0
BLACK	88	±2	2	3	5	5	±2	7.0	±2.0
ARNG	87	±3	2	4	5	6	±3	8.0	±3.0
USAR	88	±3	1	2	5	6	±3	7.0	±3.0
USNR	91	±2	3	4	6	6	±2	7.0	±2.0
USMCR	82	±8	5	5	5	6	±5	6.0	±5.0
ANG	91	±2	2	2	3	3	±2	4.0	±2.0
USAFR	89	±2	2	3	4	4	±2	4.0	±2.0
Enlisted	88	±2	2	3	5	6	±2	7.0	±2.0
E1 – E4	86	±3	2	4	5	6	±3	8.0	±3.0
E5 – E9	89	±2	2	3	5	5	±2	6.0	±2.0
Officers	91	±2	1	2	3	2	±1	3.0	±2.0

Note. Percent responding are Reserve component members who answered the question.



88. Continued	Percent Responding		Percentages				Max ME	Percentage Reporting Yes		
			a	b	c	d				
HISPANIC	89	±2	2	3	3	4	±2	4.0	±2.0	
ARNG	85	±5	4	4	6	5	±4	6.0	±4.0	
USAR	90	±3	1	2	2	3	±3	3.0	±3.0	
USNR	94	±3	1	1	2	2	±2	2.0	±2.0	
USMCR	89	±5	2	2	2	2	±2	2.0	±2.0	
ANG	93	±3	0	1	1	1	±2	2.0	±2.0	
USAFR	94	±2	4	2	2	5	±10	6.0	±9.0	
Enlisted	89	±3	3	3	4	4	±2	5.0	±2.0	
E1 – E4	88	±4	2	3	3	3	±3	4.0	±3.0	
E5 – E9	89	±3	3	3	4	4	±3	5.0	±3.0	
Officers	94	±3	1	1	1	2	±1	2.0	±1.0	
AIAN	84	±9	NR	4	8	8	±12	8.0	±11.0	
ARNG	86	±13	NR	NR	NR	NR		NR		
USAR	84	±17	1	2	2	1	±3	2.0	±3.0	
USNR	98	±3	1	2	2	1	±6	3.0	±6.0	
ANG	61	±35	0	0	1	1	±3	1.0	±3.0	
USAFR	96	±3	2	2	2	2	±4	3.0	±4.0	
Enlisted	83	±10	NR	5	9	8	±13	9.0	±12.0	
Officers	95	±3	1	1	0	0	±2	1.0	±2.0	
ASIAN	91	±3	2	3	3	3	±2	5.0	±2.0	
ARNG	92	±5	2	3	4	4	±3	4.0	±3.0	
USAR	90	±3	2	2	3	3	±2	4.0	±3.0	
USNR	95	±2	3	4	5	5	±3	6.0	±3.0	
USMCR	92	±5	NR	1	1	1	±3	NR		
ANG	94	±3	2	2	3	3	±3	4.0	±3.0	
USAFR	88	±12	1	1	1	1	±1	2.0	±2.0	
Enlisted	91	±3	3	3	4	4	±2	5.0	±2.0	
Officers	95	±3	1	1	1	1	±1	1.0	±1.0	
NHPI	91	±5	2	NR	4	9	±15	9.0	±15.0	
ARNG	96	±6	0	NR	1	NR	±3	NR		
USAR	90	±3	6	8	8	9	±4	9.0	±4.0	
USNR	58	±42	NR	NR	NR	NR		NR		
ANG	95	±4	2	3	4	4	±6	4.0	±6.0	
USAFR	90	±7	3	5	5	5	±9	5.0	±7.0	
Enlisted	91	±6	3	NR	4	NR	±2	NR		
Officers	95	±3	0	1	1	2	±3	3.0	±3.0	
TWO OR MORE RACES	94	±3	1	1	1	1	±1	1.0	±1.0	
ARNG	92	±7	0	0	0	0	±1	0.0	±1.0	
USAR	96	±4	1	1	1	1	±2	1.0	±2.0	
USNR	96	±5	4	5	5	5	±6	6.0	±6.0	
USMCR	96	±7	NR	NR	NR	NR		NR		
ANG	96	±3	0	1	2	1	±3	2.0	±3.0	
USAFR	97	±2	1	1	1	1	±3	2.0	±3.0	
Enlisted	95	±3	1	1	1	1	±1	1.0	±1.0	
Officers	92	±5	0	0	0	0	±1	0.0	±1.0	
USCGR	95	±2	1	1	1	1	±2	1.0	±2.0	
White	96	±2	1	1	1	1	±2	1.0	±2.0	
Black	97	±5	NR	NR	NR	NR		NR		
Hispanic	92	±6	NR	NR	NR	3	±8	3.0	±8.0	
Other Race/Ethnicity	95	±6	1	1	0	NR	±3	4.0	±8.0	
Enlisted	95	±2	1	1	1	1	±2	1.0	±2.0	
E1 – E4	93	±4	1	1	1	1	±3	1.0	±3.0	
E5 – E9	97	±2	1	1	1	1	±2	1.0	±2.0	
Officers	96	±3	1	1	1	2	±4	2.0	±4.0	

NR: Not reportable

**89. Do you agree with the ideals of organizations that...**

- a. Advocate the separation of people based on race/ethnicity?      b. Warn of the dangers of interactions between people of different races/ethnicities?      c. Point out the dangers of racial/ethnic diversity?
- d. Point out the dangers of racial/ethnic tolerance?
















































	Percent Responding		Percentages				Max ME	Percentage Reporting Yes		
			a	b	c	d				
TOTAL DOD	90	±1	2	4	6	6	±1	7.0	±1.0	
ARNG	89	±2	2	4	6	7	±2	8.0	±2.0	
USAR	91	±2	2	4	6	6	±2	7.0	±2.0	
USNR	94	±2	1	3	4	4	±2	5.0	±2.0	
USMCR	89	±3	2	3	5	4	±3	5.0	±3.0	
ANG	92	±2	1	4	4	4	±2	5.0	±2.0	
USAFR	92	±2	3	4	5	5	±3	5.0	±3.0	
Enlisted	90	±1	2	5	6	6	±1	8.0	±1.0	
E1 – E4	89	±2	2	5	7	8	±2	9.0	±2.0	
E5 – E9	90	±2	2	4	6	5	±2	6.0	±2.0	
Officers	94	±1	1	1	2	2	±1	3.0	±1.0	
O1 – O3	92	±2	1	2	2	2	±1	3.0	±1.0	
O4 – O6	96	±1	1	1	2	1	±1	2.0	±1.0	
Male	91	±1	2	4	6	6	±1	7.0	±1.0	
Female	90	±2	2	5	6	6	±2	7.0	±2.0	
AGR/FTS/AR	90	±3	2	4	6	6	±3	7.0	±3.0	
Other Selected Reserve	90	±1	2	4	6	6	±1	7.0	±1.0	
Reserve Unit	90	±1	2	4	6	6	±1	7.0	±1.0	
Military Technician	94	±3	3	5	6	7	±3	7.0	±3.0	
IMA	94	±3	1	1	2	1	±2	2.0	±2.0	
Not Activated Past 12 Months	92	±1	2	4	5	5	±1	6.0	±1.0	
Activated Past 12 Months	89	±3	2	4	4	4	±2	5.0	±2.0	
Not Deployed Past 12 Months	91	±1	2	4	5	5	±1	6.0	±1.0	
Deployed Past 12 Months	88	±2	2	5	6	6	±2	8.0	±2.0	
Deployed OIF/OEF	87	±3	2	5	6	7	±3	8.0	±3.0	
WHITE	92	±2	1	4	5	5	±1	6.0	±1.0	
ARNG	90	±2	1	4	6	6	±2	7.0	±2.0	
USAR	93	±3	1	3	4	4	±3	5.0	±3.0	
USNR	95	±3	1	2	3	3	±3	3.0	±3.0	
USMCR	90	±4	1	3	4	3	±4	4.0	±4.0	
ANG	93	±3	1	4	4	4	±3	5.0	±3.0	
USAFR	93	±3	3	4	4	5	±4	5.0	±4.0	
Enlisted	91	±2	1	4	5	6	±2	7.0	±2.0	
E1 – E4	91	±2	2	4	6	7	±2	8.0	±3.0	
E5 – E9	91	±2	1	4	5	4	±2	6.0	±2.0	
Officers	95	±1	1	1	2	2	±1	2.0	±1.0	
BLACK	87	±2	3	6	9	9	±2	10.0	±2.0	
ARNG	86	±3	3	5	10	9	±3	11.0	±4.0	
USAR	86	±3	3	7	11	11	±4	12.0	±4.0	
USNR	90	±2	3	6	8	8	±2	9.0	±2.0	
USMCR	81	±8	3	6	8	9	±6	12.0	±7.0	
ANG	89	±2	1	3	4	5	±2	5.0	±2.0	
USAFR	88	±2	3	5	6	6	±2	7.0	±2.0	
Enlisted	86	±2	3	6	10	10	±2	11.0	±2.0	
E1 – E4	85	±4	5	8	12	12	±4	13.0	±4.0	
E5 – E9	87	±2	2	5	9	8	±3	10.0	±3.0	
Officers	90	±2	1	2	3	3	±1	4.0	±2.0	

Note. Percent responding are Reserve component members who answered the question.

















































89. Continued	Percent Responding		Percentages				Max ME	Percentage Reporting Yes		
			a	b	c	d				
HISPANIC	87	±3	3	4	6	6	±2	7.0	±2.0	
ARNG	83	±5	3	3	5	5	±3	6.0	±3.0	
USAR	89	±3	4	7	8	8	±4	9.0	±4.0	
USNR	92	±4	1	2	3	3	±2	4.0	±2.0	
USMCR	86	±6	3	4	7	6	±6	7.0	±6.0	
ANG	92	±3	1	1	2	2	±2	3.0	±2.0	
USAFR	93	±3	4	5	6	6	±10	6.0	±8.0	
Enlisted	87	±3	3	4	6	6	±2	7.0	±2.0	
E1 – E4	85	±4	4	5	7	7	±4	8.0	±4.0	
E5 – E9	88	±3	3	4	6	6	±2	6.0	±2.0	
Officers	93	±3	1	1	2	2	±2	3.0	±2.0	
AIAN	83	±9	8	9	10	10	±12	10.0	±11.0	
ARNG	85	±13	NR	NR	NR	NR		16.0	±18.0	
USAR	83	±17	1	1	3	3	±4	3.0	±4.0	
USNR	97	±3	0	2	2	2	±4	3.0	±4.0	
ANG	60	±35	3	3	4	4	±5	4.0	±5.0	
USAFR	94	±4	1	1	2	2	±3	2.0	±3.0	
Enlisted	82	±10	8	9	10	10	±14	11.0	±12.0	
Officers	95	±3	4	5	5	5	±10	5.0	±9.0	
ASIAN	90	±3	4	6	8	8	±3	10.0	±3.0	
ARNG	91	±5	4	7	11	8	±10	13.0	±10.0	
USAR	88	±3	4	5	7	7	±3	8.0	±3.0	
USNR	94	±2	4	8	8	9	±4	10.0	±4.0	
USMCR	91	±5	NR	4	6	NR	±5	NR		
ANG	93	±3	4	6	7	7	±3	7.0	±3.0	
USAFR	87	±12	2	3	4	3	±2	4.0	±2.0	
Enlisted	90	±3	5	7	9	8	±4	11.0	±4.0	
Officers	93	±3	1	3	3	3	±3	3.0	±3.0	
NHPI	90	±5	4	7	10	15	±13	16.0	±13.0	
ARNG	96	±6	1	1	4	NR	±11	NR		
USAR	88	±4	9	17	19	21	±8	21.0	±7.0	
USNR	58	±42	NR	NR	5	8	±12	13.0	±15.0	
ANG	94	±4	5	5	8	8	±9	9.0	±9.0	
USAFR	89	±7	8	12	12	12	±10	14.0	±10.0	
Enlisted	90	±6	5	8	10	16	±14	17.0	±14.0	
Officers	95	±4	0	3	4	5	±6	5.0	±6.0	
TWO OR MORE RACES	93	±3	1	1	2	2	±1	2.0	±2.0	
ARNG	92	±7	0	0	1	1	±2	1.0	±2.0	
USAR	96	±4	0	1	1	1	±2	1.0	±2.0	
USNR	95	±5	3	8	11	5	±13	13.0	±12.0	
USMCR	96	±7	NR	NR	NR	NR		NR		
ANG	91	±9	1	2	4	4	±4	4.0	±4.0	
USAFR	96	±3	1	2	1	1	±4	2.0	±4.0	
Enlisted	94	±4	1	1	2	2	±1	2.0	±1.0	
Officers	87	±9	0	3	3	1	±9	3.0	±9.0	
USCGR	94	±2	2	3	4	4	±2	5.0	±2.0	
White	94	±3	2	3	5	5	±3	6.0	±3.0	
Black	97	±5	NR	NR	NR	NR		NR		
Hispanic	88	±7	NR	3	3	3	±8	3.0	±8.0	
Other Race/Ethnicity	95	±6	2	0	3	2	±7	3.0	±6.0	
Enlisted	94	±3	2	3	4	5	±3	5.0	±3.0	
E1 – E4	92	±4	2	4	5	6	±5	6.0	±5.0	
E5 – E9	95	±3	2	2	4	4	±3	5.0	±3.0	
Officers	96	±3	1	1	3	3	±4	4.0	±3.0	

NR: Not reportable

**90. Have you had any training from military sources during the past 12 months on topics related to racial/ethnic harassment and discrimination?**

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
<b>TOTAL DOD</b>	92	±1	74	±2	
ARNG	91	±2	70	±3	
USAR	92	±2	76	±3	
USNR	95	±2	83	±3	
USMCR	90	±3	72	±5	
ANG	94	±2	82	±3	
USAFR	93	±2	70	±4	
Enlisted	91	±1	73	±2	
E1 – E4	91	±2	67	±3	
E5 – E9	92	±2	78	±2	
Officers	95	±1	79	±2	
O1 – O3	94	±2	78	±3	
O4 – O6	97	±1	79	±2	
Male	92	±1	75	±2	
Female	91	±2	70	±3	
AGR/FTS/AR	92	±2	80	±4	
Other Selected Reserve	92	±1	74	±2	
Reserve Unit	92	±1	74	±2	
Military Technician	96	±2	79	±5	
IMA	96	±2	65	±5	
Not Activated Past 12 Months	93	±1	73	±2	
Activated Past 12 Months	92	±2	76	±4	
Not Deployed Past 12 Months	93	±1	73	±2	
Deployed Past 12 Months	90	±2	79	±3	
Deployed OIF/OEF	89	±2	80	±3	
<b>WHITE</b>	94	±1	77	±2	
ARNG	92	±2	72	±3	
USAR	94	±3	81	±4	
USNR	97	±2	84	±4	
USMCR	92	±4	74	±6	
ANG	94	±3	84	±4	
USAFR	94	±3	71	±5	
Enlisted	93	±2	76	±2	
E1 – E4	93	±2	69	±4	
E5 – E9	93	±2	81	±3	
Officers	96	±1	80	±2	
<b>BLACK</b>	88	±2	68	±3	
ARNG	87	±3	64	±5	
USAR	87	±3	70	±5	
USNR	91	±2	75	±5	
USMCR	81	±8	72	±8	
ANG	90	±2	72	±4	
USAFR	89	±2	66	±3	
Enlisted	87	±2	67	±3	
E1 – E4	85	±4	59	±5	
E5 – E9	88	±2	73	±3	
Officers	91	±2	75	±3	

Note. Percent responding are Reserve component members who answered the question.

90. Continued	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
HISPANIC	89	±2	68	±3	
ARNG	86	±5	61	±7	
USAR	91	±3	69	±6	
USNR	94	±3	81	±6	
USMCR	86	±6	67	±9	
ANG	93	±3	77	±6	
USAFR	94	±2	72	±9	
Enlisted	89	±3	68	±4	
E1 – E4	88	±4	63	±6	
E5 – E9	90	±3	71	±5	
Officers	94	±3	74	±4	
AIAN	86	±9	76	±11	
ARNG	85	±13	77	±14	
USAR	84	±17	NR		
USNR	98	±3	90	±9	
ANG	79	±31	NR		
USAFR	96	±3	80	±12	
Enlisted	85	±10	76	±12	
Officers	95	±3	79	±16	
ASIAN	91	±3	69	±5	
ARNG	91	±5	64	±11	
USAR	90	±3	66	±9	
USNR	94	±2	86	±5	
USMCR	91	±5	57	±16	
ANG	94	±3	74	±5	
USAFR	88	±12	69	±14	
Enlisted	90	±3	68	±6	
Officers	95	±3	72	±6	
NHPI	90	±6	66	±13	
ARNG	94	±8	NR		
USAR	89	±4	73	±8	
USNR	58	±42	80	±17	
ANG	95	±4	87	±10	
USAFR	88	±8	75	±11	
Enlisted	89	±6	64	±15	
Officers	95	±3	85	±9	
TWO OR MORE RACES	94	±3	68	±10	
ARNG	92	±6	61	±17	
USAR	96	±4	NR		
USNR	95	±5	NR		
USMCR	96	±7	86	±15	
ANG	96	±3	85	±9	
USAFR	97	±2	NR		
Enlisted	95	±3	66	±11	
Officers	92	±5	81	±9	
USCGR	95	±2	81	±3	
White	96	±2	85	±4	
Black	97	±5	62	±15	
Hispanic	92	±6	68	±11	
Other Race/Ethnicity	95	±5	75	±8	
Enlisted	95	±2	80	±4	
E1 – E4	94	±4	83	±6	
E5 – E9	96	±2	78	±5	
Officers	96	±3	85	±6	

NR: Not reportable

**91. In the past 12 months, how many times have you had training from military sources on topics related to racial/ethnic harassment and discrimination?**

0. Not trained  
3. Trained three times

1. Trained once  
4. Trained four times

2. Trained twice  
5. Trained five times or more

	Percent Responding		Percentages						Max ME	Average Times Trained		
			0	1	2	3	4	5				
TOTAL DOD	91	±1	26	26	25	9	5	8	±2	2.4	±0.1	
ARNG	90	±2	30	22	23	9	5	10	±3	2.7	±0.2	
USAR	91	±2	24	21	25	11	8	10	±3	2.7	±0.2	
USNR	94	±2	18	27	33	11	5	7	±4	2.3	±0.2	
USMCR	89	±3	28	24	23	10	2	12	±5	2.6	±0.3	
ANG	93	±2	18	44	25	7	2	4	±4	1.8	±0.2	
USAFR	93	±2	30	35	23	7	3	2	±4	1.8	±0.1	
Enlisted	91	±1	27	25	24	10	5	9	±2	2.5	±0.1	
E1 – E4	90	±2	34	17	20	9	6	14	±3	3.1	±0.2	
E5 – E9	91	±2	22	31	27	10	5	6	±2	2.2	±0.1	
Officers	95	±1	21	34	28	9	5	4	±2	2.0	±0.1	
O1 – O3	93	±2	22	33	25	11	5	5	±3	2.1	±0.1	
O4 – O6	96	±1	21	35	28	8	4	3	±3	1.9	±0.1	
Male	92	±1	25	26	25	10	5	9	±2	2.5	±0.1	
Female	90	±2	30	29	21	9	4	7	±3	2.3	±0.2	
AGR/FTS/AR	91	±2	20	32	30	9	6	4	±4	2.0	±0.1	
Other Selected Reserve	91	±1	27	26	24	9	5	9	±2	2.5	±0.1	
Reserve Unit	91	±1	26	25	24	10	5	9	±2	2.5	±0.1	
Military Technician	95	±2	21	35	23	9	3	9	±5	2.4	±0.3	
IMA	95	±3	35	42	15	4	2	2	±6	1.6	±0.2	
Not Activated Past 12 Months	93	±1	27	28	25	8	4	7	±2	2.3	±0.1	
Activated Past 12 Months	90	±2	24	23	22	12	6	12	±4	2.7	±0.2	
Not Deployed Past 12 Months	92	±1	28	28	25	9	4	7	±2	2.3	±0.1	
Deployed Past 12 Months	89	±2	21	23	23	12	8	14	±3	2.8	±0.2	
Deployed OIF/OEF	88	±3	20	21	24	12	8	15	±4	2.9	±0.2	
WHITE	93	±1	23	28	26	10	5	8	±2	2.4	±0.1	
ARNG	92	±2	28	23	24	9	6	10	±3	2.6	±0.2	
USAR	94	±3	19	22	26	12	9	11	±4	2.7	±0.2	
USNR	95	±3	16	28	36	11	5	5	±5	2.2	±0.2	
USMCR	91	±4	26	23	24	12	1	13	±6	2.7	±0.4	
ANG	94	±3	16	45	26	8	1	4	±5	1.8	±0.2	
USAFR	94	±3	29	36	24	7	2	1	±6	1.7	±0.2	
Enlisted	92	±2	24	26	25	10	5	9	±2	2.5	±0.1	
E1 – E4	92	±2	31	17	21	10	6	15	±4	3.1	±0.2	
E5 – E9	92	±2	19	33	28	10	5	5	±3	2.1	±0.1	
Officers	96	±1	20	35	28	9	5	4	±3	2.0	±0.1	
BLACK	86	±2	32	22	21	10	6	9	±3	2.6	±0.2	
ARNG	85	±3	37	19	16	12	6	11	±5	2.9	±0.3	
USAR	86	±3	30	19	24	10	7	10	±5	2.7	±0.2	
USNR	90	±2	25	23	28	10	5	9	±5	2.6	±0.2	
USMCR	80	±8	28	20	27	10	3	12	±10	2.7	±0.4	
ANG	89	±2	28	38	22	5	3	4	±4	1.9	±0.2	
USAFR	88	±2	35	34	20	5	3	4	±3	1.9	±0.2	
Enlisted	86	±2	33	21	21	10	6	10	±3	2.7	±0.2	
E1 – E4	84	±4	41	14	17	10	6	12	±5	3.1	±0.3	
E5 – E9	87	±2	28	25	23	10	6	8	±3	2.5	±0.2	
Officers	90	±2	25	30	26	9	4	5	±3	2.2	±0.1	

Note. Percent responding are Reserve component members who answered the question. "Not trained" includes those Reserve component members who indicated they had not had any military training (Q90). Average is of those who have had racial/ethnic harassment and discrimination training (Q91).

2007 Workplace and Equal Opportunity Survey of Reserve Component Members

91. Continued	Percent Responding		Percentages						Max ME	Average Times Trained		
			0	1	2	3	4	5				
HISPANIC	89	±2	32	24	23	8	4	10	±3	2.6	±0.2	<div></div>
ARNG	85	±5	40	20	20	6	2	12	±7	2.8	±0.4	<div></div>
USAR	90	±3	31	20	24	11	6	9	±6	2.7	±0.3	<div></div>
USNR	94	±3	19	22	30	13	5	10	±8	2.6	±0.4	<div></div>
USMCR	86	±6	33	27	19	6	3	13	±9	2.5	±0.5	<div></div>
ANG	92	±3	23	39	25	6	2	4	±10	2.0	±0.5	<div></div>
USAFR	94	±2	28	36	20	4	6	6	±10	2.1	±0.4	<div></div>
Enlisted	88	±3	33	23	22	8	4	11	±4	2.7	±0.2	<div></div>
E1 – E4	87	±4	37	19	19	8	3	15	±6	3.0	±0.4	<div></div>
E5 – E9	89	±3	29	26	25	8	5	7	±5	2.4	±0.2	<div></div>
Officers	93	±3	27	32	28	7	4	3	±5	2.0	±0.2	<div></div>
AIAN	83	±10	25	26	23	12	7	7	±12	2.4	±0.4	<div></div>
ARNG	81	±14	24	20	24	17	6	10	±18	2.7	±0.6	<div></div>
USAR	84	±17	NR	NR	NR	7	NR	5	±10	2.6	±0.9	<div></div>
USNR	98	±3	10	NR	NR	11	6	5	±16	2.0	±0.5	<div></div>
ANG	79	±31	NR	NR	13	4	2	1	±13	1.6	±0.5	<div></div>
USAFR	94	±4	21	31	NR	2	2	2	±14	1.8	±0.2	<div></div>
Enlisted	82	±10	25	25	23	12	8	7	±13	2.5	±0.4	<div></div>
Officers	95	±3	21	29	31	12	3	4	±16	2.1	±0.3	<div></div>
ASIAN	90	±3	31	28	24	7	3	6	±5	2.2	±0.2	<div></div>
ARNG	90	±5	36	25	21	8	3	6	±13	2.3	±0.4	<div></div>
USAR	89	±3	34	21	27	6	5	7	±10	2.4	±0.2	<div></div>
USNR	92	±3	14	33	30	11	3	10	±13	2.4	±0.3	<div></div>
USMCR	90	±5	44	28	15	5	1	7	±16	2.2	±0.5	<div></div>
ANG	93	±3	26	44	17	6	2	4	±5	1.8	±0.2	<div></div>
USAFR	87	±12	31	34	25	5	3	3	±16	1.9	±0.3	<div></div>
Enlisted	89	±3	32	27	23	7	3	7	±6	2.3	±0.2	<div></div>
Officers	94	±3	28	32	28	6	3	3	±6	1.9	±0.2	<div></div>
NHPI	88	±6	34	17	29	9	4	6	±14	2.5	±0.3	<div></div>
ARNG	93	±8	NR	6	NR	NR	2	2	±9	2.4	±0.4	<div></div>
USAR	85	±6	28	10	29	9	10	15	±8	3.2	±0.3	<div></div>
USNR	57	±42	20	4	51	13	NR	12	±17	3.0	±0.7	<div></div>
ANG	94	±4	13	NR	22	8	2	2	±15	1.7	±0.4	<div></div>
USAFR	88	±8	26	28	28	13	1	5	±12	2.1	±0.3	<div></div>
Enlisted	88	±6	36	14	29	10	4	7	±15	2.6	±0.3	<div></div>
Officers	95	±3	15	NR	NR	2	3	3	±9	1.8	±0.3	<div></div>
TWO OR MORE RACES	94	±3	32	27	21	7	6	7	±10	2.5	±0.6	<div></div>
ARNG	92	±7	40	17	16	9	NR	13	±17	3.4	±1.3	<div></div>
USAR	96	±4	NR	NR	NR	6	NR	3	±7	2.3	±0.6	<div></div>
USNR	94	±5	NR	21	24	7	4	14	±12	2.8	±0.5	<div></div>
USMCR	96	±7	14	NR	NR	4	NR	4	±15	1.9	±0.6	<div></div>
ANG	96	±3	15	63	10	NR	2	2	±17	1.5	±0.3	<div></div>
USAFR	97	±2	NR	NR	NR	3	2	1	±3	1.7	±0.3	<div></div>
Enlisted	94	±4	34	26	20	6	7	7	±11	2.6	±0.6	<div></div>
Officers	91	±5	19	36	25	12	2	7	±12	2.2	±0.5	<div></div>
USCGR	94	±2	19	48	26	5	2	1	±4	1.6	±0.1	<div></div>
White	95	±2	16	50	27	5	2	1	±5	1.6	±0.1	<div></div>
Black	92	±8	40	42	9	NR	5	NR	±16	1.8	±0.7	<div></div>
Hispanic	90	±6	32	40	25	3	NR	NR	±12	1.4	±0.2	<div></div>
Other Race/Ethnicity	94	±6	26	40	24	5	3	3	±9	1.7	±0.3	<div></div>
Enlisted	94	±3	20	46	26	5	2	1	±5	1.6	±0.2	<div></div>
E1 – E4	94	±4	17	48	27	5	2	1	±8	1.6	±0.2	<div></div>
E5 – E9	95	±3	22	45	26	4	2	1	±5	1.6	±0.1	<div></div>
Officers	95	±3	15	56	22	5	0	2	±7	1.5	±0.2	<div></div>

NR: Not reportable

**92. My National Guard/Reserve component's training...****a. Provides a good understanding of what words and actions are considered racial/ethnic harassment and discrimination**1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	65	±2	1	1	11	45	43	±2	4.3	±0.1	
ARNG	60	±3	1	1	11	45	43	±3	4.3	±0.1	
USAR	67	±3	1	1	12	46	41	±4	4.2	±0.1	
USNR	76	±3	1	2	11	44	43	±4	4.3	±0.1	
USMCR	61	±5	0	1	15	37	48	±6	4.3	±0.1	
ANG	74	±4	0	0	8	45	47	±5	4.4	±0.1	
USAFR	63	±4	1	1	9	44	46	±5	4.3	±0.1	
Enlisted	64	±2	1	1	11	44	43	±2	4.3	±0.1	
E1 – E4	58	±3	1	0	13	39	47	±4	4.3	±0.1	
E5 – E9	68	±2	1	1	10	48	41	±3	4.3	±0.1	
Officers	73	±2	0	1	9	46	43	±3	4.3	±0.1	
O1 – O3	70	±3	0	2	14	44	40	±4	4.2	±0.1	
O4 – O6	74	±3	1	1	7	46	46	±3	4.4	±0.1	
Male	66	±2	1	1	10	44	44	±2	4.3	±0.1	
Female	61	±3	1	1	14	45	39	±4	4.2	±0.1	
AGR/FTS/AR	70	±4	0	1	12	49	37	±5	4.2	±0.1	
Other Selected Reserve	65	±2	1	1	11	44	44	±2	4.3	±0.1	
Reserve Unit	65	±2	1	1	11	44	44	±2	4.3	±0.1	
Military Technician	72	±5	1	0	11	49	39	±6	4.3	±0.1	
IMA	61	±5	1	1	9	43	45	±7	4.3	±0.2	
Not Activated Past 12 Months	65	±2	1	1	10	45	43	±2	4.3	±0.1	
Activated Past 12 Months	66	±4	1	0	12	45	42	±5	4.3	±0.1	
Not Deployed Past 12 Months	65	±2	0	1	11	44	44	±2	4.3	±0.1	
Deployed Past 12 Months	67	±3	1	1	11	45	42	±4	4.3	±0.1	
Deployed OIF/OEF	67	±4	1	0	12	45	42	±4	4.2	±0.1	
WHITE	69	±2	0	0	10	44	45	±3	4.3	±0.1	
ARNG	64	±3	0	0	10	45	44	±4	4.3	±0.1	
USAR	73	±4	1	0	11	45	43	±6	4.3	±0.1	
USNR	79	±4	0	1	11	44	44	±6	4.3	±0.1	
USMCR	64	±6	0	1	15	34	50	±8	4.3	±0.2	
ANG	76	±4	0	0	8	43	49	±6	4.4	±0.1	
USAFR	65	±5	1	1	8	41	50	±7	4.4	±0.1	
Enlisted	67	±2	0	0	10	44	45	±3	4.3	±0.1	
E1 – E4	61	±4	0	0	12	38	49	±5	4.4	±0.1	
E5 – E9	72	±3	0	0	9	47	43	±4	4.3	±0.1	
Officers	75	±2	0	1	9	45	45	±3	4.3	±0.1	
BLACK	57	±3	1	2	13	48	35	±3	4.1	±0.1	
ARNG	53	±4	3	3	15	46	34	±6	4.1	±0.2	
USAR	58	±4	1	1	14	51	33	±5	4.1	±0.1	
USNR	64	±4	1	3	12	46	38	±5	4.2	±0.1	
USMCR	56	±8	0	1	11	36	52	±11	4.4	±0.2	
ANG	61	±4	1	1	10	50	38	±4	4.2	±0.1	
USAFR	56	±3	0	2	11	49	38	±4	4.2	±0.1	
Enlisted	56	±3	2	2	13	48	35	±4	4.1	±0.1	
E1 – E4	47	±5	1	1	17	39	41	±7	4.2	±0.1	
E5 – E9	61	±3	2	2	11	53	32	±4	4.1	±0.1	
Officers	65	±3	1	3	13	45	38	±4	4.2	±0.1	

Note. Percent responding are Reserve component members who answered the question and who have had training from military sources on topics related to racial/ethnic harassment and discrimination (Q90).



## 2007 Workplace and Equal Opportunity Survey of Reserve Component Members

92a. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
HISPANIC	59	±3	1	2	11	45	42	±4	4.3	±0.1	
ARNG	51	±6	2	0	14	39	45	±8	4.3	±0.2	
USAR	61	±6	1	2	9	45	43	±7	4.3	±0.1	
USNR	72	±6	1	3	8	43	44	±9	4.3	±0.2	
USMCR	56	±8	0	1	12	47	40	±11	4.3	±0.2	
ANG	70	±6	0	1	8	58	34	±10	4.2	±0.1	
USAFR	64	±8	1	4	7	52	36	±11	4.2	±0.2	
Enlisted	58	±4	1	1	11	44	42	±5	4.3	±0.1	
E1 – E4	53	±6	2	2	9	43	45	±7	4.3	±0.2	
E5 – E9	62	±4	1	1	12	45	41	±6	4.2	±0.1	
Officers	66	±4	1	4	6	48	41	±6	4.2	±0.2	
AIAN	60	±11	0	1	7	52	41	±14	4.3	±0.2	
ARNG	61	±15	0	1	6	NR	NR	±4	4.3	±0.3	
USAR	59	±23	0	0	7	NR	NR	±7	NR		
USNR	70	±26	1	0	7	NR	NR	±7	4.4	±0.3	
ANG	48	±32	0	0	10	NR	NR	±12	4.2	±0.2	
USAFR	74	±11	1	2	10	30	NR	±17	4.4	±0.3	
Enlisted	59	±12	0	0	7	54	39	±15	4.3	±0.2	
Officers	73	±13	1	1	6	35	56	±15	4.4	±0.2	
ASIAN	58	±5	1	1	15	50	34	±6	4.1	±0.1	
ARNG	49	±11	1	2	11	54	32	±15	4.1	±0.2	
USAR	58	±8	0	1	20	47	32	±12	4.1	±0.2	
USNR	77	±6	0	1	13	46	39	±14	4.2	±0.2	
USMCR	49	±14	1	1	18	39	NR	±14	4.1	±0.3	
ANG	67	±5	0	0	13	53	33	±6	4.2	±0.1	
USAFR	58	±14	0	1	NR	NR	29	±11	4.1	±0.3	
Enlisted	56	±6	1	1	15	50	33	±7	4.1	±0.1	
Officers	64	±5	0	1	15	48	36	±6	4.2	±0.1	
NHPI	58	±11	1	0	NR	44	33	±12	4.1	±0.3	
ARNG	46	±24	NR	NR	NR	NR	NR		NR		
USAR	61	±7	0	1	14	48	37	±9	4.2	±0.2	
USNR	46	±35	NR	NR	NR	58	42	±17	4.4	±0.2	
ANG	80	±11	NR	1	NR	NR	NR	±4	NR		
USAFR	64	±10	NR	NR	12	38	50	±13	4.4	±0.2	
Enlisted	55	±12	1	0	NR	41	35	±13	4.1	±0.3	
Officers	79	±9	NR	1	8	NR	NR	±8	4.1	±0.2	
TWO OR MORE RACES	61	±9	NR	1	16	38	43	±11	4.2	±0.3	
ARNG	53	±16	NR	0	NR	NR	NR	±2	4.0	±0.6	
USAR	68	±20	NR	1	NR	NR	NR	±2	4.2	±0.4	
USNR	64	±19	0	2	13	44	41	±12	4.2	±0.2	
USMCR	77	±17	1	NR	NR	NR	NR	±6	NR		
ANG	76	±12	0	1	7	NR	NR	±6	4.5	±0.3	
USAFR	54	±19	0	0	NR	NR	28	±17	4.1	±0.3	
Enlisted	59	±10	NR	0	17	35	44	±13	4.2	±0.3	
Officers	74	±9	0	1	13	52	33	±13	4.2	±0.2	
USCGR	75	±4	1	0	10	46	43	±5	4.3	±0.1	
White	79	±4	1	0	10	47	42	±5	4.3	±0.1	
Black	55	±15	NR	NR	NR	NR	NR		4.2	±0.3	
Hispanic	62	±11	NR	NR	7	43	50	±14	4.4	±0.2	
Other Race/Ethnicity	70	±8	0	0	12	38	49	±11	4.4	±0.2	
Enlisted	75	±4	1	0	11	48	40	±5	4.3	±0.1	
E1 – E4	76	±7	1	0	15	44	40	±9	4.2	±0.2	
E5 – E9	73	±5	0	0	7	52	40	±6	4.3	±0.1	
Officers	79	±6	1	0	8	36	55	±7	4.4	±0.2	

NR: Not reportable

**92. My National Guard/Reserve component's training...****b. Teaches that racial/ethnic harassment and discrimination reduces the cohesion and effectiveness of the military as a whole**1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	65	±2	1	1	10	44	46	±2	4.3	±0.1	
ARNG	60	±3	1	1	10	44	45	±3	4.3	±0.1	
USAR	67	±3	1	1	10	46	42	±4	4.3	±0.1	
USNR	75	±3	1	1	8	44	46	±4	4.3	±0.1	
USMCR	61	±5	0	0	13	37	49	±6	4.4	±0.1	
ANG	73	±4	0	0	8	43	48	±5	4.4	±0.1	
USAFR	63	±4	1	1	7	41	50	±5	4.4	±0.1	
Enlisted	64	±2	1	1	10	43	45	±2	4.3	±0.1	
E1 – E4	57	±3	1	1	12	38	48	±4	4.3	±0.1	
E5 – E9	68	±2	1	1	9	46	44	±3	4.3	±0.1	
Officers	73	±2	0	1	7	45	47	±3	4.4	±0.1	
O1 – O3	70	±3	0	1	11	45	43	±4	4.3	±0.1	
O4 – O6	74	±3	0	0	4	44	51	±3	4.5	±0.1	
Male	66	±2	1	1	9	43	47	±2	4.3	±0.1	
Female	61	±3	1	1	13	46	40	±4	4.2	±0.1	
AGR/FTS/AR	70	±4	0	1	10	50	40	±5	4.3	±0.1	
Other Selected Reserve	65	±2	1	1	9	43	46	±2	4.3	±0.1	
Reserve Unit	65	±2	1	1	10	43	46	±2	4.3	±0.1	
Military Technician	71	±5	1	0	10	46	43	±6	4.3	±0.1	
IMA	60	±5	2	3	7	40	48	±7	4.3	±0.2	
Not Activated Past 12 Months	65	±2	1	1	9	44	46	±3	4.3	±0.1	
Activated Past 12 Months	66	±4	1	1	11	44	43	±5	4.3	±0.1	
Not Deployed Past 12 Months	65	±2	1	1	9	43	46	±2	4.3	±0.1	
Deployed Past 12 Months	66	±3	1	1	10	44	44	±4	4.3	±0.1	
Deployed OIF/OEF	67	±4	1	1	11	44	43	±4	4.3	±0.1	
WHITE	68	±2	0	0	9	42	48	±3	4.4	±0.1	
ARNG	64	±3	0	0	9	43	47	±4	4.4	±0.1	
USAR	72	±4	1	0	9	44	45	±5	4.3	±0.1	
USNR	79	±5	1	1	8	43	47	±6	4.3	±0.1	
USMCR	64	±6	0	0	12	36	51	±8	4.4	±0.2	
ANG	75	±4	0	0	8	42	49	±6	4.4	±0.1	
USAFR	65	±5	1	1	7	36	55	±7	4.4	±0.1	
Enlisted	67	±2	1	1	9	42	48	±3	4.4	±0.1	
E1 – E4	61	±4	1	0	12	37	51	±5	4.4	±0.1	
E5 – E9	71	±3	0	1	8	45	46	±4	4.4	±0.1	
Officers	75	±2	0	0	6	45	49	±3	4.4	±0.1	
BLACK	57	±3	1	2	12	48	37	±3	4.2	±0.1	
ARNG	52	±4	2	2	13	45	37	±6	4.1	±0.1	
USAR	58	±4	1	1	13	52	34	±5	4.2	±0.1	
USNR	64	±4	1	2	11	47	39	±5	4.2	±0.1	
USMCR	56	±8	0	1	11	35	53	±11	4.4	±0.2	
ANG	61	±4	1	1	8	48	42	±4	4.3	±0.1	
USAFR	56	±3	0	1	10	50	38	±4	4.2	±0.1	
Enlisted	56	±3	1	2	12	48	36	±4	4.2	±0.1	
E1 – E4	47	±5	2	2	19	37	41	±7	4.1	±0.2	
E5 – E9	61	±3	1	2	9	54	34	±4	4.2	±0.1	
Officers	65	±3	1	1	11	46	40	±4	4.2	±0.1	

Note. Percent responding are Reserve component members who answered the question and who have had training from military sources on topics related to racial/ethnic harassment and discrimination (Q90).

92b. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
HISPANIC	59	±3	0	2	10	45	43	±4	4.3	±0.1	
ARNG	50	±6	0	2	12	42	44	±8	4.3	±0.2	
USAR	61	±6	0	1	11	44	44	±7	4.3	±0.1	
USNR	72	±6	1	3	9	42	45	±9	4.3	±0.2	
USMCR	56	±8	0	0	13	44	43	±11	4.3	±0.2	
ANG	70	±6	0	1	8	52	40	±11	4.3	±0.2	
USAFR	64	±8	1	3	6	53	37	±11	4.2	±0.2	
Enlisted	58	±4	0	2	11	45	43	±5	4.3	±0.1	
E1 – E4	53	±6	0	3	10	45	42	±7	4.3	±0.2	
E5 – E9	62	±4	0	1	11	44	43	±6	4.3	±0.1	
Officers	66	±4	1	3	6	45	45	±7	4.3	±0.2	
AIAN	60	±11	0	0	7	48	45	±14	4.4	±0.2	
ARNG	60	±15	0	0	7	NR	NR	±7	4.4	±0.3	
USAR	59	±23	0	0	7	NR	NR	±8	NR		
USNR	70	±26	1	0	6	NR	NR	±7	4.4	±0.3	
ANG	48	±32	0	0	7	NR	NR	±10	4.2	±0.2	
USAFR	74	±11	NR	2	7	30	NR	±17	4.5	±0.3	
Enlisted	59	±12	0	0	7	49	43	±15	4.4	±0.2	
Officers	73	±13	1	2	4	37	57	±15	4.5	±0.2	
ASIAN	58	±5	0	1	13	49	36	±6	4.2	±0.1	
ARNG	49	±11	0	3	12	53	32	±14	4.1	±0.2	
USAR	57	±8	0	1	17	47	35	±12	4.2	±0.2	
USNR	77	±6	0	0	13	46	40	±14	4.2	±0.2	
USMCR	49	±14	NR	1	16	42	NR	±14	4.2	±0.3	
ANG	67	±5	0	1	10	53	36	±6	4.2	±0.1	
USAFR	59	±14	1	0	7	NR	NR	±4	4.3	±0.2	
Enlisted	56	±6	0	1	13	50	35	±7	4.2	±0.1	
Officers	65	±5	0	0	13	47	39	±6	4.2	±0.1	
NHPI	58	±11	1	0	13	53	33	±14	4.2	±0.2	
ARNG	46	±24	NR	NR	4	NR	NR	±8	4.2	±0.3	
USAR	61	±7	1	1	13	46	39	±9	4.2	±0.2	
USNR	46	±35	NR	NR	NR	58	42	±17	4.4	±0.2	
ANG	80	±11	NR	1	NR	NR	NR	±4	NR		
USAFR	64	±10	NR	NR	16	35	49	±13	4.3	±0.2	
Enlisted	55	±12	1	0	14	50	35	±16	4.2	±0.2	
Officers	79	±9	NR	1	6	NR	NR	±7	4.2	±0.2	
TWO OR MORE RACES	61	±9	6	0	12	35	47	±11	4.2	±0.3	
ARNG	53	±16	NR	0	NR	NR	NR	±1	4.1	±0.6	
USAR	68	±20	NR	0	NR	NR	NR	±2	NR		
USNR	63	±18	0	3	12	36	49	±12	4.3	±0.2	
USMCR	77	±17	1	2	NR	NR	NR	±8	NR		
ANG	76	±12	0	0	7	26	NR	±18	4.6	±0.3	
USAFR	54	±19	0	0	NR	NR	30	±18	4.2	±0.3	
Enlisted	59	±10	7	1	13	32	48	±13	4.1	±0.4	
Officers	74	±9	0	0	7	52	41	±13	4.3	±0.2	
USCGR	75	±4	1	0	8	47	44	±5	4.3	±0.1	
White	79	±4	1	0	7	48	44	±5	4.3	±0.1	
Black	55	±15	NR	NR	NR	NR	NR		4.4	±0.2	
Hispanic	60	±11	NR	NR	10	42	48	±14	4.4	±0.2	
Other Race/Ethnicity	69	±8	NR	0	11	38	47	±11	4.3	±0.3	
Enlisted	74	±4	1	0	8	49	41	±5	4.3	±0.1	
E1 – E4	76	±7	1	0	11	48	39	±9	4.2	±0.2	
E5 – E9	73	±5	1	0	6	50	42	±6	4.3	±0.1	
Officers	78	±6	1	0	4	36	59	±7	4.5	±0.1	

NR: Not reportable

**92. My National Guard/Reserve component's training...****c. Identifies behaviors that are offensive to others and should not be tolerated**1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	65	±2	0	1	10	45	44	±2	4.3	±0.1	
ARNG	60	±3	0	1	10	45	44	±3	4.3	±0.1	
USAR	67	±3	1	1	11	46	41	±4	4.3	±0.1	
USNR	75	±3	1	1	9	46	43	±4	4.3	±0.1	
USMCR	61	±5	0	1	14	38	47	±6	4.3	±0.1	
ANG	73	±4	0	0	8	44	47	±5	4.4	±0.1	
USAFR	63	±4	0	1	8	43	47	±5	4.4	±0.1	
Enlisted	63	±2	0	1	10	44	44	±2	4.3	±0.1	
E1 – E4	57	±3	0	1	12	40	47	±4	4.3	±0.1	
E5 – E9	68	±2	0	1	9	47	43	±3	4.3	±0.1	
Officers	73	±2	0	1	8	47	44	±3	4.3	±0.1	
O1 – O3	70	±3	0	1	12	46	40	±4	4.3	±0.1	
O4 – O6	74	±3	0	0	5	46	48	±3	4.4	±0.1	
Male	66	±2	0	1	9	45	45	±2	4.3	±0.1	
Female	61	±3	1	2	12	44	41	±4	4.2	±0.1	
AGR/FTS/AR	69	±4	0	1	10	50	38	±5	4.3	±0.1	
Other Selected Reserve	65	±2	0	1	10	44	45	±2	4.3	±0.1	
Reserve Unit	65	±2	0	1	10	44	45	±2	4.3	±0.1	
Military Technician	71	±5	0	1	11	46	43	±6	4.3	±0.1	
IMA	59	±5	1	1	8	43	47	±7	4.3	±0.2	
Not Activated Past 12 Months	65	±2	0	1	10	45	44	±3	4.3	±0.1	
Activated Past 12 Months	66	±4	1	0	12	44	43	±5	4.3	±0.1	
Not Deployed Past 12 Months	64	±2	0	1	10	44	45	±2	4.3	±0.1	
Deployed Past 12 Months	66	±3	1	1	11	45	43	±4	4.3	±0.1	
Deployed OIF/OEF	67	±4	1	1	12	44	42	±4	4.3	±0.1	
WHITE	68	±2	0	0	9	43	47	±3	4.4	±0.1	
ARNG	64	±3	0	0	9	45	46	±4	4.4	±0.1	
USAR	72	±4	1	0	11	44	44	±6	4.3	±0.1	
USNR	79	±4	1	1	9	45	44	±6	4.3	±0.1	
USMCR	64	±6	0	1	14	35	50	±8	4.3	±0.2	
ANG	75	±4	0	0	8	42	50	±6	4.4	±0.1	
USAFR	64	±5	0	0	7	40	52	±7	4.4	±0.1	
Enlisted	67	±2	0	0	10	43	47	±3	4.4	±0.1	
E1 – E4	61	±4	0	0	11	39	49	±5	4.4	±0.1	
E5 – E9	71	±3	0	0	9	45	45	±4	4.3	±0.1	
Officers	75	±2	0	0	7	47	46	±3	4.4	±0.1	
BLACK	57	±3	1	2	11	49	36	±3	4.2	±0.1	
ARNG	52	±4	3	3	12	48	35	±6	4.1	±0.1	
USAR	58	±4	1	2	12	51	35	±5	4.2	±0.1	
USNR	64	±4	1	2	10	49	39	±5	4.2	±0.1	
USMCR	56	±8	0	1	8	46	45	±11	4.3	±0.2	
ANG	61	±4	1	1	9	49	40	±4	4.3	±0.1	
USAFR	56	±3	0	1	11	50	37	±4	4.2	±0.1	
Enlisted	56	±3	1	2	11	50	36	±4	4.2	±0.1	
E1 – E4	47	±5	1	1	16	40	41	±7	4.2	±0.2	
E5 – E9	61	±3	1	2	9	54	33	±4	4.1	±0.1	
Officers	65	±3	1	2	12	47	38	±4	4.2	±0.1	

Note. Percent responding are Reserve component members who answered the question and who have had training from military sources on topics related to racial/ethnic harassment and discrimination (Q90).

92c. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
HISPANIC	59	±3	0	2	10	46	41	±4	4.3	±0.1	
ARNG	50	±6	0	1	12	42	44	±8	4.3	±0.2	
USAR	61	±6	0	1	10	48	41	±7	4.3	±0.1	
USNR	72	±6	1	3	10	43	43	±9	4.2	±0.2	
USMCR	56	±8	0	0	14	46	40	±11	4.3	±0.2	
ANG	69	±6	0	1	8	57	34	±10	4.2	±0.1	
USAFR	64	±8	1	3	6	52	38	±11	4.2	±0.2	
Enlisted	58	±4	0	1	11	46	41	±5	4.3	±0.1	
E1 – E4	53	±6	0	2	10	45	43	±7	4.3	±0.2	
E5 – E9	62	±4	0	1	11	48	40	±6	4.3	±0.1	
Officers	66	±4	1	3	7	47	43	±7	4.3	±0.2	
AIAN	60	±11	0	0	11	47	41	±14	4.3	±0.2	
ARNG	60	±15	0	0	NR	NR	NR	±1	4.3	±0.3	
USAR	59	±23	0	0	7	NR	NR	±7	NR		
USNR	70	±26	1	0	8	NR	NR	±8	4.4	±0.3	
ANG	48	±32	0	0	8	NR	NR	±10	4.2	±0.2	
USAFR	74	±11	NR	2	5	31	NR	±17	4.5	±0.3	
Enlisted	59	±12	0	0	12	48	40	±15	4.3	±0.2	
Officers	73	±13	1	1	5	40	53	±16	4.4	±0.2	
ASIAN	58	±5	0	2	11	50	36	±6	4.2	±0.1	
ARNG	49	±11	1	2	10	56	32	±15	4.2	±0.2	
USAR	57	±8	0	0	18	48	34	±12	4.1	±0.2	
USNR	77	±6	1	NR	6	48	39	±11	4.2	±0.3	
USMCR	49	±14	1	3	17	40	NR	±14	4.1	±0.3	
ANG	67	±5	0	1	11	52	36	±6	4.2	±0.1	
USAFR	59	±14	0	0	7	NR	NR	±4	4.3	±0.2	
Enlisted	56	±6	0	2	11	51	35	±7	4.2	±0.1	
Officers	65	±5	0	0	12	50	38	±6	4.2	±0.1	
NHPI	57	±11	0	0	NR	46	32	±12	4.1	±0.3	
ARNG	46	±24	NR	NR	NR	NR	NR		NR		
USAR	61	±7	0	1	14	46	39	±9	4.2	±0.2	
USNR	44	±33	NR	NR	NR	NR	NR		4.4	±0.2	
ANG	80	±11	NR	1	NR	NR	25	±18	NR		
USAFR	64	±10	NR	NR	16	36	48	±13	4.3	±0.2	
Enlisted	55	±12	1	0	NR	42	33	±13	4.1	±0.3	
Officers	77	±10	NR	1	8	NR	NR	±8	4.1	±0.2	
TWO OR MORE RACES	61	±9	0	2	14	39	44	±11	4.3	±0.2	
ARNG	53	±16	0	0	NR	NR	NR	±2	4.3	±0.3	
USAR	68	±20	0	NR	10	NR	NR	±15	NR		
USNR	64	±19	0	2	12	40	46	±12	4.3	±0.2	
USMCR	77	±17	1	2	NR	NR	NR	±8	NR		
ANG	76	±12	0	0	5	NR	NR	±5	4.5	±0.3	
USAFR	54	±19	0	0	NR	NR	27	±17	4.0	±0.4	
Enlisted	59	±10	0	NR	14	38	45	±13	4.2	±0.2	
Officers	74	±9	0	0	12	48	40	±13	4.3	±0.2	
USCGR	75	±4	1	0	9	47	44	±5	4.3	±0.1	
White	79	±4	1	0	9	47	43	±5	4.3	±0.1	
Black	55	±15	NR	NR	NR	NR	NR		4.3	±0.3	
Hispanic	62	±11	NR	NR	8	48	45	±14	4.4	±0.2	
Other Race/Ethnicity	69	±8	0	0	10	40	49	±11	4.4	±0.2	
Enlisted	75	±4	1	0	10	48	41	±5	4.3	±0.1	
E1 – E4	76	±7	1	0	15	43	41	±9	4.2	±0.2	
E5 – E9	73	±5	0	0	6	53	41	±6	4.3	±0.1	
Officers	78	±6	1	0	4	40	55	±7	4.5	±0.1	

NR: Not reportable

**92. My National Guard/Reserve component's training...****d. Gives useful tools for dealing with racial/ethnic harassment and discrimination**1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
<b>TOTAL DOD</b>	65	±2	0	1	13	45	40	±2	4.2	±0.1	
ARNG	60	±3	0	1	13	46	40	±3	4.2	±0.1	
USAR	67	±3	1	1	15	46	38	±4	4.2	±0.1	
USNR	75	±3	1	2	11	45	41	±4	4.2	±0.1	
USMCR	61	±5	0	2	15	39	44	±6	4.2	±0.1	
ANG	73	±4	1	1	12	44	43	±5	4.3	±0.1	
USAFR	63	±4	0	1	11	43	44	±5	4.3	±0.1	
Enlisted	63	±2	1	1	13	44	40	±2	4.2	±0.1	
E1 – E4	57	±3	0	1	14	40	44	±4	4.3	±0.1	
E5 – E9	68	±2	1	1	13	47	38	±3	4.2	±0.1	
Officers	73	±2	0	1	11	47	40	±3	4.3	±0.1	
O1 – O3	70	±3	0	2	15	46	36	±4	4.2	±0.1	
O4 – O6	74	±3	0	1	9	47	43	±3	4.3	±0.1	
Male	66	±2	0	1	13	45	41	±2	4.3	±0.1	
Female	61	±3	1	2	16	44	37	±4	4.1	±0.1	
AGR/FTS/AR	70	±4	0	2	13	49	36	±5	4.2	±0.1	
Other Selected Reserve	64	±2	1	1	13	44	41	±2	4.2	±0.1	
Reserve Unit	65	±2	1	1	13	45	41	±2	4.2	±0.1	
Military Technician	71	±5	0	1	15	45	39	±6	4.2	±0.1	
IMA	60	±5	1	1	11	42	45	±8	4.3	±0.2	
Not Activated Past 12 Months	65	±2	0	1	13	45	40	±2	4.2	±0.1	
Activated Past 12 Months	66	±4	1	1	15	45	38	±5	4.2	±0.1	
Not Deployed Past 12 Months	64	±2	0	1	13	45	41	±2	4.3	±0.1	
Deployed Past 12 Months	66	±3	1	1	14	45	38	±4	4.2	±0.1	
Deployed OIF/OEF	67	±4	1	2	15	45	38	±4	4.2	±0.1	
<b>WHITE</b>	68	±2	0	1	12	44	42	±3	4.3	±0.1	
ARNG	63	±3	0	1	12	46	42	±4	4.3	±0.1	
USAR	73	±4	1	1	15	44	40	±5	4.2	±0.1	
USNR	79	±4	1	1	11	45	42	±6	4.3	±0.1	
USMCR	64	±6	0	2	15	37	46	±8	4.3	±0.2	
ANG	75	±4	1	1	11	43	45	±6	4.3	±0.1	
USAFR	65	±5	0	0	11	40	48	±7	4.4	±0.1	
Enlisted	67	±2	0	1	13	43	43	±3	4.3	±0.1	
E1 – E4	61	±4	0	1	13	39	47	±5	4.3	±0.1	
E5 – E9	71	±3	1	1	13	46	40	±4	4.2	±0.1	
Officers	75	±2	0	1	10	47	41	±3	4.3	±0.1	
<b>BLACK</b>	56	±3	1	3	15	49	32	±3	4.1	±0.1	
ARNG	53	±4	3	4	17	48	28	±6	3.9	±0.2	
USAR	58	±4	1	3	14	51	31	±5	4.1	±0.1	
USNR	64	±4	1	3	12	47	37	±5	4.2	±0.1	
USMCR	55	±8	0	2	13	44	42	±11	4.3	±0.2	
ANG	61	±4	1	2	13	47	36	±4	4.2	±0.1	
USAFR	56	±3	1	2	13	48	35	±4	4.2	±0.1	
Enlisted	56	±3	1	3	15	49	31	±4	4.1	±0.1	
E1 – E4	47	±5	1	4	18	42	35	±7	4.1	±0.2	
E5 – E9	61	±3	2	3	13	53	29	±4	4.1	±0.1	
Officers	65	±3	1	4	16	44	35	±4	4.1	±0.1	

Note. Percent responding are Reserve component members who answered the question and who have had training from military sources on topics related to racial/ethnic harassment and discrimination (Q90).

2007 Workplace and Equal Opportunity Survey of Reserve Component Members

92d. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
HISPANIC	59	±3	0	2	13	45	39	±4	4.2	±0.1	
ARNG	50	±6	0	2	17	40	41	±8	4.2	±0.2	
USAR	61	±6	0	2	13	45	40	±7	4.2	±0.1	
USNR	72	±6	1	3	8	44	44	±9	4.3	±0.2	
USMCR	55	±8	0	1	14	45	40	±11	4.2	±0.2	
ANG	69	±6	0	1	10	57	31	±10	4.2	±0.1	
USAFR	64	±8	1	4	8	52	35	±11	4.2	±0.2	
Enlisted	58	±4	0	2	13	45	39	±5	4.2	±0.1	
E1 – E4	53	±6	0	3	14	42	41	±7	4.2	±0.2	
E5 – E9	61	±4	0	1	13	47	38	±6	4.2	±0.1	
Officers	66	±4	1	4	10	47	38	±6	4.2	±0.2	
AIAN	60	±11	0	0	10	49	40	±14	4.3	±0.2	
ARNG	60	±15	1	0	12	NR	NR	±15	4.3	±0.3	
USAR	58	±23	0	1	8	NR	NR	±8	NR		
USNR	70	±26	1	0	9	NR	NR	±9	4.3	±0.3	
ANG	48	±32	0	1	10	NR	NR	±12	4.2	±0.2	
USAFR	74	±11	NR	2	6	NR	NR	±10	4.5	±0.3	
Enlisted	59	±12	0	0	10	50	39	±15	4.3	±0.2	
Officers	71	±13	1	2	5	39	53	±16	4.4	±0.2	
ASIAN	57	±5	0	3	18	50	29	±6	4.0	±0.1	
ARNG	47	±11	1	3	21	56	19	±16	3.9	±0.2	
USAR	57	±8	0	1	21	46	31	±12	4.1	±0.2	
USNR	76	±6	0	NR	8	47	38	±12	4.2	±0.3	
USMCR	49	±14	NR	2	23	40	NR	±14	4.1	±0.3	
ANG	67	±5	0	2	14	52	33	±6	4.2	±0.1	
USAFR	59	±14	0	1	NR	NR	29	±12	4.1	±0.3	
Enlisted	56	±6	0	3	18	50	28	±7	4.0	±0.2	
Officers	64	±5	0	1	17	46	35	±7	4.2	±0.1	
NHPI	57	±11	0	1	NR	46	30	±12	4.0	±0.3	
ARNG	46	±24	NR	NR	NR	NR	NR		NR		
USAR	61	±7	0	1	15	48	35	±9	4.2	±0.2	
USNR	46	±35	NR	NR	2	60	39	±17	4.4	±0.2	
ANG	80	±11	NR	1	NR	NR	24	±18	NR		
USAFR	64	±10	NR	NR	15	44	40	±14	4.2	±0.2	
Enlisted	55	±12	1	0	NR	42	31	±13	4.0	±0.3	
Officers	78	±9	NR	1	9	NR	NR	±8	4.1	±0.2	
TWO OR MORE RACES	61	±9	0	1	18	43	38	±11	4.2	±0.2	
ARNG	53	±16	0	1	NR	NR	NR	±5	4.2	±0.3	
USAR	68	±20	NR	1	NR	NR	NR	±2	4.1	±0.4	
USNR	62	±18	0	1	16	48	34	±12	4.2	±0.2	
USMCR	77	±17	1	2	NR	NR	NR	±8	NR		
ANG	76	±12	0	0	13	NR	NR	±16	4.4	±0.3	
USAFR	54	±19	0	0	NR	NR	26	±17	4.1	±0.2	
Enlisted	59	±10	0	0	17	41	41	±13	4.2	±0.2	
Officers	74	±9	0	3	19	51	28	±15	4.0	±0.3	
USCGR	75	±4	1	1	12	47	39	±5	4.2	±0.1	
White	79	±4	1	1	12	47	39	±5	4.2	±0.1	
Black	55	±15	NR	NR	NR	NR	NR		4.3	±0.3	
Hispanic	58	±11	NR	NR	14	48	39	±15	4.2	±0.2	
Other Race/Ethnicity	70	±8	0	2	11	49	39	±11	4.2	±0.2	
Enlisted	74	±4	1	1	13	49	37	±5	4.2	±0.1	
E1 – E4	76	±7	1	2	18	40	39	±9	4.1	±0.2	
E5 – E9	73	±5	0	0	9	56	35	±6	4.3	±0.1	
Officers	79	±6	1	0	9	40	50	±7	4.4	±0.2	

NR: Not reportable

**92. My National Guard/Reserve component's training...****e. Explains the process for reporting racial/ethnic harassment and discrimination**1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
<b>TOTAL DOD</b>	65	±2	1	1	11	45	43	±2	4.3	±0.1	
ARNG	60	±3	1	1	11	45	42	±3	4.3	±0.1	
USAR	67	±3	1	1	12	46	40	±4	4.2	±0.1	
USNR	75	±3	1	1	9	46	42	±4	4.3	±0.1	
USMCR	61	±5	0	2	16	37	46	±6	4.3	±0.1	
ANG	72	±4	0	1	9	44	46	±5	4.4	±0.1	
USAFR	62	±4	1	1	9	43	47	±5	4.4	±0.1	
Enlisted	63	±2	1	1	12	44	43	±2	4.3	±0.1	
E1 – E4	57	±3	1	1	14	39	46	±4	4.3	±0.1	
E5 – E9	68	±2	1	1	10	47	41	±3	4.3	±0.1	
Officers	73	±2	0	1	8	48	43	±3	4.3	±0.1	
O1 – O3	70	±3	0	1	12	47	39	±4	4.2	±0.1	
O4 – O6	74	±3	0	1	5	48	46	±3	4.4	±0.1	
Male	65	±2	1	1	10	45	44	±2	4.3	±0.1	
Female	61	±3	1	2	14	45	38	±4	4.2	±0.1	
AGR/FTS/AR	69	±4	0	1	12	50	37	±5	4.2	±0.1	
Other Selected Reserve	64	±2	1	1	11	44	43	±2	4.3	±0.1	
Reserve Unit	64	±2	1	1	11	44	43	±2	4.3	±0.1	
Military Technician	69	±5	0	0	10	46	43	±6	4.3	±0.1	
IMA	60	±5	1	1	8	42	48	±7	4.3	±0.2	
Not Activated Past 12 Months	65	±2	1	1	10	45	43	±3	4.3	±0.1	
Activated Past 12 Months	66	±4	1	1	12	45	41	±5	4.3	±0.1	
Not Deployed Past 12 Months	64	±2	1	1	11	45	43	±2	4.3	±0.1	
Deployed Past 12 Months	66	±3	1	1	12	45	42	±4	4.3	±0.1	
Deployed OIF/OEF	66	±4	1	1	12	43	42	±4	4.3	±0.1	
<b>WHITE</b>	68	±2	0	0	10	43	45	±3	4.3	±0.1	
ARNG	63	±3	0	0	10	45	45	±4	4.3	±0.1	
USAR	72	±4	1	0	13	43	43	±6	4.3	±0.1	
USNR	79	±4	1	1	9	46	43	±6	4.3	±0.1	
USMCR	64	±6	0	2	16	34	48	±8	4.3	±0.2	
ANG	74	±5	0	1	8	43	48	±6	4.4	±0.1	
USAFR	64	±5	1	0	8	39	52	±7	4.4	±0.1	
Enlisted	67	±2	0	0	11	43	45	±3	4.3	±0.1	
E1 – E4	61	±4	0	0	13	37	49	±5	4.3	±0.1	
E5 – E9	71	±3	0	0	10	46	43	±4	4.3	±0.1	
Officers	75	±2	0	1	7	48	45	±3	4.4	±0.1	
<b>BLACK</b>	56	±3	2	3	13	50	33	±3	4.1	±0.1	
ARNG	52	±4	3	4	16	48	30	±6	4.0	±0.2	
USAR	58	±4	1	3	12	53	32	±5	4.1	±0.1	
USNR	64	±4	1	2	15	45	37	±6	4.2	±0.1	
USMCR	56	±8	1	1	10	44	43	±11	4.3	±0.2	
ANG	61	±4	1	2	9	48	40	±4	4.2	±0.1	
USAFR	56	±3	0	1	11	51	36	±4	4.2	±0.1	
Enlisted	55	±3	2	3	13	50	32	±4	4.1	±0.1	
E1 – E4	47	±5	2	4	17	42	35	±7	4.0	±0.2	
E5 – E9	60	±3	2	2	11	54	31	±4	4.1	±0.1	
Officers	65	±3	1	3	12	47	38	±4	4.2	±0.1	

Note. Percent responding are Reserve component members who answered the question and who have had training from military sources on topics related to racial/ethnic harassment and discrimination (Q90).



92e. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
HISPANIC	58	±3	1	2	11	45	41	±4	4.2	±0.1	
ARNG	50	±6	2	2	14	38	44	±8	4.2	±0.2	
USAR	60	±6	0	1	9	48	41	±7	4.3	±0.1	
USNR	72	±6	1	4	8	44	43	±9	4.2	±0.2	
USMCR	55	±8	0	2	12	46	40	±11	4.2	±0.2	
ANG	69	±6	0	1	9	52	37	±11	4.3	±0.2	
USAFR	64	±8	1	3	7	54	36	±11	4.2	±0.2	
Enlisted	58	±4	1	2	11	45	41	±5	4.2	±0.1	
E1 – E4	53	±6	2	3	10	42	43	±7	4.2	±0.2	
E5 – E9	61	±4	0	1	12	46	40	±6	4.2	±0.1	
Officers	66	±4	1	4	6	48	41	±6	4.2	±0.2	
AIAN	60	±11	0	0	6	52	42	±14	4.3	±0.2	
ARNG	60	±15	1	0	6	NR	NR	±4	4.3	±0.3	
USAR	57	±23	0	0	7	NR	NR	±8	NR		
USNR	70	±26	1	0	9	NR	NR	±9	4.3	±0.3	
ANG	48	±32	0	0	9	NR	NR	±11	4.2	±0.2	
USAFR	74	±11	0	1	7	32	NR	±17	4.5	±0.3	
Enlisted	58	±12	0	0	7	53	40	±15	4.3	±0.2	
Officers	73	±13	1	1	4	37	57	±15	4.5	±0.2	
ASIAN	58	±5	2	2	17	47	32	±9	4.1	±0.2	
ARNG	49	±11	NR	2	20	48	22	±15	3.7	±0.5	
USAR	57	±8	0	1	21	44	33	±12	4.1	±0.2	
USNR	77	±6	0	1	13	49	37	±15	4.2	±0.2	
USMCR	49	±14	NR	3	20	41	NR	±14	4.1	±0.3	
ANG	67	±5	0	1	14	51	34	±6	4.2	±0.1	
USAFR	59	±14	0	1	7	NR	NR	±4	4.3	±0.2	
Enlisted	56	±6	NR	2	17	47	31	±7	4.0	±0.2	
Officers	65	±5	0	2	14	49	35	±6	4.2	±0.1	
NHPI	57	±11	1	1	13	55	30	±14	4.1	±0.2	
ARNG	46	±24	NR	NR	5	NR	NR	±9	4.1	±0.3	
USAR	61	±7	1	1	13	51	34	±9	4.2	±0.2	
USNR	46	±35	NR	NR	NR	58	42	±17	4.4	±0.2	
ANG	80	±11	NR	1	NR	NR	NR	±4	NR		
USAFR	63	±10	NR	1	11	47	41	±14	4.3	±0.2	
Enlisted	55	±12	1	0	15	52	32	±16	4.1	±0.2	
Officers	78	±9	NR	1	6	NR	NR	±7	4.1	±0.2	
TWO OR MORE RACES	61	±9	0	2	15	43	41	±11	4.2	±0.2	
ARNG	53	±16	0	0	NR	NR	NR	±2	4.2	±0.3	
USAR	68	±20	0	NR	NR	NR	NR	±1	4.2	±0.4	
USNR	63	±18	0	3	11	48	38	±12	4.2	±0.2	
USMCR	77	±17	1	2	NR	NR	NR	±8	NR		
ANG	76	±12	0	0	13	NR	NR	±16	4.4	±0.3	
USAFR	54	±19	0	0	NR	NR	22	±15	4.1	±0.2	
Enlisted	59	±10	0	2	15	40	43	±13	4.2	±0.2	
Officers	74	±9	0	1	17	55	27	±16	4.1	±0.2	
USCGR	75	±4	1	0	10	48	41	±5	4.3	±0.1	
White	79	±4	1	0	10	49	40	±5	4.3	±0.1	
Black	55	±15	NR	NR	NR	NR	NR		4.3	±0.3	
Hispanic	62	±11	NR	NR	8	41	51	±14	4.4	±0.2	
Other Race/Ethnicity	70	±8	0	0	11	41	47	±11	4.3	±0.2	
Enlisted	75	±4	1	0	11	49	38	±5	4.2	±0.1	
E1 – E4	76	±7	2	1	14	44	39	±9	4.2	±0.2	
E5 – E9	73	±5	0	0	8	54	38	±6	4.3	±0.1	
Officers	79	±6	1	0	5	40	54	±7	4.5	±0.1	

NR: Not reportable

**92. My National Guard/Reserve component's training...****f. Makes me feel it is safe to complain about offensive, race/ethnic-related situations**1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
<b>TOTAL DOD</b>	65	±2	1	2	13	43	42	±2	4.2	±0.1	
ARNG	60	±3	1	2	13	43	41	±3	4.2	±0.1	
USAR	67	±3	1	1	13	47	37	±4	4.2	±0.1	
USNR	76	±3	1	1	12	44	42	±4	4.2	±0.1	
USMCR	61	±5	0	3	14	37	46	±6	4.3	±0.1	
ANG	73	±4	0	2	12	41	45	±5	4.3	±0.1	
USAFR	63	±4	1	1	10	42	46	±5	4.3	±0.1	
Enlisted	64	±2	1	2	14	43	41	±2	4.2	±0.1	
E1 – E4	58	±3	1	1	15	37	46	±4	4.3	±0.1	
E5 – E9	68	±2	1	2	13	46	38	±3	4.2	±0.1	
Officers	73	±2	1	1	10	45	43	±3	4.3	±0.1	
O1 – O3	70	±3	1	2	14	44	39	±4	4.2	±0.1	
O4 – O6	74	±3	1	1	7	45	46	±3	4.4	±0.1	
Male	66	±2	1	1	12	43	43	±2	4.3	±0.1	
Female	61	±3	2	2	18	42	36	±4	4.1	±0.1	
AGR/FTS/AR	70	±4	1	2	17	46	35	±5	4.1	±0.1	
Other Selected Reserve	65	±2	1	2	13	43	42	±2	4.2	±0.1	
Reserve Unit	65	±2	1	2	13	43	42	±2	4.2	±0.1	
Military Technician	71	±5	0	3	14	43	39	±6	4.2	±0.1	
IMA	61	±5	1	3	9	41	46	±7	4.3	±0.2	
Not Activated Past 12 Months	65	±2	1	1	13	44	41	±2	4.2	±0.1	
Activated Past 12 Months	66	±4	1	2	14	42	41	±5	4.2	±0.1	
Not Deployed Past 12 Months	65	±2	1	1	13	43	42	±2	4.2	±0.1	
Deployed Past 12 Months	67	±3	1	2	13	44	39	±4	4.2	±0.1	
Deployed OIF/OEF	67	±4	1	2	14	43	39	±4	4.2	±0.1	
<b>WHITE</b>	68	±2	1	1	12	43	44	±3	4.3	±0.1	
ARNG	64	±3	0	1	12	44	43	±4	4.3	±0.1	
USAR	73	±4	1	1	12	46	39	±5	4.2	±0.1	
USNR	79	±4	1	0	11	45	43	±6	4.3	±0.1	
USMCR	64	±6	0	3	14	35	49	±8	4.3	±0.2	
ANG	75	±4	0	2	11	40	47	±6	4.3	±0.1	
USAFR	65	±5	0	1	9	39	51	±7	4.4	±0.1	
Enlisted	67	±2	1	1	12	42	44	±3	4.3	±0.1	
E1 – E4	61	±4	1	1	13	37	49	±5	4.3	±0.1	
E5 – E9	72	±3	1	1	12	46	40	±4	4.2	±0.1	
Officers	75	±2	0	1	9	45	45	±3	4.3	±0.1	
<b>BLACK</b>	57	±3	2	4	17	47	30	±3	4.0	±0.1	
ARNG	53	±4	3	7	18	43	30	±6	3.9	±0.2	
USAR	58	±4	2	3	16	52	27	±5	4.0	±0.1	
USNR	64	±4	2	3	18	43	34	±6	4.0	±0.1	
USMCR	56	±8	1	3	12	43	42	±11	4.2	±0.2	
ANG	61	±4	1	5	18	43	33	±4	4.0	±0.1	
USAFR	56	±3	1	3	14	48	35	±4	4.1	±0.1	
Enlisted	56	±3	2	4	16	48	30	±4	4.0	±0.1	
E1 – E4	47	±5	2	5	20	39	35	±7	4.0	±0.2	
E5 – E9	61	±3	2	4	14	52	28	±4	4.0	±0.1	
Officers	65	±3	1	5	20	42	33	±4	4.0	±0.1	

Note. Percent responding are Reserve component members who answered the question and who have had training from military sources on topics related to racial/ethnic harassment and discrimination (Q90).

2007 Workplace and Equal Opportunity Survey of Reserve Component Members

92f. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
HISPANIC	59	±3	1	2	15	40	42	±4	4.2	±0.1	
ARNG	50	±6	0	2	20	35	43	±8	4.2	±0.2	
USAR	61	±6	0	3	13	43	40	±7	4.2	±0.2	
USNR	72	±6	1	4	11	37	48	±9	4.3	±0.2	
USMCR	56	±8	0	1	15	44	39	±11	4.2	±0.2	
ANG	69	±6	0	2	16	45	37	±11	4.2	±0.2	
USAFR	64	±8	2	1	9	48	40	±11	4.2	±0.2	
Enlisted	58	±4	0	2	16	40	42	±5	4.2	±0.1	
E1 – E4	53	±6	1	3	16	37	43	±7	4.2	±0.2	
E5 – E9	62	±4	0	1	15	42	41	±6	4.2	±0.1	
Officers	66	±4	2	4	11	44	40	±6	4.2	±0.2	
AIAN	60	±11	0	1	11	46	41	±14	4.3	±0.2	
ARNG	61	±15	0	1	13	NR	NR	±14	4.3	±0.3	
USAR	59	±23	1	0	12	NR	NR	±15	4.2	±0.4	
USNR	69	±26	1	0	8	NR	NR	±8	4.4	±0.3	
ANG	48	±32	0	1	8	NR	NR	±11	4.2	±0.2	
USAFR	74	±11	NR	1	11	32	NR	±17	4.4	±0.3	
Enlisted	59	±12	0	1	12	48	39	±15	4.3	±0.2	
Officers	73	±13	3	1	7	35	55	±15	4.4	±0.2	
ASIAN	58	±5	1	2	19	48	30	±6	4.0	±0.1	
ARNG	49	±11	1	5	21	54	19	±15	3.9	±0.2	
USAR	57	±8	1	1	22	44	32	±12	4.1	±0.2	
USNR	77	±6	0	1	16	45	37	±15	4.2	±0.2	
USMCR	49	±14	1	1	22	39	NR	±14	4.1	±0.3	
ANG	67	±5	0	3	16	49	32	±6	4.1	±0.1	
USAFR	59	±14	1	1	NR	NR	31	±12	4.1	±0.3	
Enlisted	56	±6	1	2	21	48	28	±7	4.0	±0.1	
Officers	65	±5	1	2	15	47	36	±6	4.2	±0.1	
NHPI	57	±11	1	1	16	55	29	±13	4.1	±0.2	
ARNG	46	±24	NR	NR	4	NR	NR	±8	4.1	±0.2	
USAR	61	±7	0	1	17	46	35	±9	4.1	±0.2	
USNR	46	±35	NR	NR	NR	NR	NR		4.4	±0.2	
ANG	80	±11	NR	0	NR	NR	23	±17	NR		
USAFR	64	±10	NR	1	15	46	39	±14	4.2	±0.2	
Enlisted	55	±12	1	1	17	52	30	±15	4.1	±0.2	
Officers	79	±9	NR	1	4	NR	NR	±6	4.2	±0.2	
TWO OR MORE RACES	61	±9	2	2	15	39	42	±11	4.2	±0.2	
ARNG	53	±16	2	1	NR	NR	NR	±6	4.2	±0.4	
USAR	68	±20	0	1	NR	NR	NR	±2	4.2	±0.4	
USNR	64	±18	1	2	16	43	38	±12	4.2	±0.2	
USMCR	77	±17	1	NR	NR	NR	NR	±6	NR		
ANG	76	±12	NR	1	9	NR	NR	±7	4.2	±0.5	
USAFR	54	±19	1	NR	NR	NR	21	±14	4.0	±0.3	
Enlisted	59	±10	1	1	16	37	46	±13	4.3	±0.2	
Officers	72	±9	NR	4	11	50	24	±13	3.7	±0.4	
USCGR	75	±4	1	1	12	45	41	±5	4.2	±0.1	
White	78	±4	1	1	12	46	40	±5	4.2	±0.1	
Black	55	±15	NR	NR	NR	NR	NR		4.3	±0.3	
Hispanic	60	±11	NR	NR	18	40	42	±15	4.2	±0.3	
Other Race/Ethnicity	70	±8	0	2	11	43	44	±11	4.3	±0.2	
Enlisted	74	±4	1	1	14	46	38	±5	4.2	±0.1	
E1 – E4	76	±7	1	2	19	41	37	±9	4.1	±0.2	
E5 – E9	73	±5	0	1	9	51	39	±6	4.3	±0.1	
Officers	78	±6	1	1	6	41	52	±7	4.4	±0.1	

NR: Not reportable

**92. My National Guard/Reserve component's training...****g. Promotes cross-cultural awareness**1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
<b>TOTAL DOD</b>	65	±2	1	1	15	43	40	±2	4.2	±0.1	
ARNG	60	±3	1	1	16	43	39	±3	4.2	±0.1	
USAR	67	±3	1	2	15	47	35	±4	4.1	±0.1	
USNR	75	±3	1	1	13	42	43	±4	4.2	±0.1	
USMCR	61	±5	0	3	18	37	42	±6	4.2	±0.1	
ANG	73	±4	0	1	13	42	44	±5	4.3	±0.1	
USAFR	63	±4	1	1	13	42	43	±5	4.3	±0.1	
Enlisted	63	±2	1	1	15	43	40	±2	4.2	±0.1	
E1 – E4	57	±3	1	1	17	37	44	±4	4.2	±0.1	
E5 – E9	68	±2	1	1	14	47	37	±3	4.2	±0.1	
Officers	73	±2	0	2	12	46	41	±3	4.2	±0.1	
O1 – O3	70	±3	0	2	16	46	36	±4	4.1	±0.1	
O4 – O6	74	±3	0	1	9	46	44	±3	4.3	±0.1	
Male	66	±2	1	1	14	44	40	±2	4.2	±0.1	
Female	61	±3	1	2	19	41	37	±4	4.1	±0.1	
AGR/FTS/AR	70	±4	0	2	13	49	35	±5	4.2	±0.1	
Other Selected Reserve	64	±2	1	1	15	43	40	±2	4.2	±0.1	
Reserve Unit	65	±2	1	1	15	43	40	±2	4.2	±0.1	
Military Technician	71	±5	0	0	18	43	39	±6	4.2	±0.1	
IMA	61	±5	1	1	11	43	44	±7	4.3	±0.2	
Not Activated Past 12 Months	65	±2	1	1	15	43	40	±2	4.2	±0.1	
Activated Past 12 Months	66	±4	1	1	17	43	38	±5	4.2	±0.1	
Not Deployed Past 12 Months	64	±2	1	1	15	43	40	±2	4.2	±0.1	
Deployed Past 12 Months	66	±3	1	1	15	45	38	±4	4.2	±0.1	
Deployed OIF/OEF	67	±4	1	2	16	44	38	±4	4.2	±0.1	
<b>WHITE</b>	68	±2	1	1	14	43	42	±3	4.3	±0.1	
ARNG	64	±3	1	1	15	43	42	±4	4.2	±0.1	
USAR	73	±4	1	1	14	48	36	±5	4.2	±0.1	
USNR	79	±4	1	0	12	42	45	±6	4.3	±0.1	
USMCR	64	±6	0	3	18	34	45	±8	4.2	±0.2	
ANG	75	±4	0	1	12	41	47	±6	4.3	±0.1	
USAFR	65	±5	0	0	12	40	47	±7	4.3	±0.1	
Enlisted	67	±2	1	1	14	42	42	±3	4.2	±0.1	
E1 – E4	61	±4	1	0	16	36	47	±5	4.3	±0.1	
E5 – E9	72	±3	0	1	14	46	39	±4	4.2	±0.1	
Officers	75	±2	0	1	11	46	42	±3	4.3	±0.1	
<b>BLACK</b>	56	±3	2	4	17	48	29	±3	4.0	±0.1	
ARNG	52	±4	3	4	20	48	25	±6	3.9	±0.2	
USAR	58	±4	1	3	17	50	29	±5	4.0	±0.1	
USNR	62	±5	1	3	16	45	35	±4	4.1	±0.1	
USMCR	56	±8	1	1	12	46	41	±11	4.3	±0.2	
ANG	62	±4	2	5	15	47	32	±4	4.0	±0.1	
USAFR	56	±3	0	2	16	48	33	±4	4.1	±0.1	
Enlisted	55	±3	2	4	17	49	28	±4	4.0	±0.1	
E1 – E4	47	±5	2	5	21	39	33	±7	4.0	±0.2	
E5 – E9	61	±3	2	3	16	54	26	±4	4.0	±0.1	
Officers	65	±3	1	4	17	45	33	±4	4.0	±0.1	

Note. Percent responding are Reserve component members who answered the question and who have had training from military sources on topics related to racial/ethnic harassment and discrimination (Q90).

## 2007 Workplace and Equal Opportunity Survey of Reserve Component Members

92g. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
HISPANIC	58	±3	1	2	16	42	39	±4	4.1	±0.1	
ARNG	50	±6	1	3	20	37	39	±8	4.1	±0.2	
USAR	61	±6	0	2	15	42	40	±7	4.2	±0.2	
USNR	72	±6	4	1	13	37	45	±9	4.2	±0.2	
USMCR	56	±8	0	1	16	47	35	±11	4.1	±0.2	
ANG	69	±6	0	1	18	50	31	±11	4.1	±0.2	
USAFR	64	±8	2	1	9	53	34	±11	4.2	±0.2	
Enlisted	58	±4	1	2	17	41	39	±5	4.1	±0.1	
E1 – E4	53	±6	1	3	18	38	40	±7	4.1	±0.2	
E5 – E9	61	±4	1	1	16	43	38	±6	4.2	±0.1	
Officers	66	±4	2	3	10	47	38	±7	4.2	±0.2	
AIAN	60	±11	1	1	15	40	44	±14	4.3	±0.2	
ARNG	60	±15	1	1	19	NR	NR	±18	4.2	±0.3	
USAR	59	±23	1	1	8	NR	NR	±8	4.2	±0.4	
USNR	69	±26	1	0	6	23	69	±18	4.6	±0.3	
ANG	48	±32	0	1	10	NR	NR	±12	4.5	±0.4	
USAFR	74	±11	NR	3	10	32	NR	±17	4.4	±0.3	
Enlisted	59	±12	0	1	16	40	43	±15	4.2	±0.2	
Officers	73	±13	2	2	9	37	NR	±15	4.3	±0.3	
ASIAN	58	±5	0	2	20	47	30	±6	4.0	±0.1	
ARNG	49	±11	1	3	25	50	22	±17	3.9	±0.2	
USAR	57	±8	0	2	21	45	32	±12	4.1	±0.2	
USNR	77	±6	1	1	15	47	36	±14	4.2	±0.2	
USMCR	49	±14	NR	3	23	39	NR	±14	4.0	±0.3	
ANG	67	±5	0	2	13	52	33	±6	4.2	±0.1	
USAFR	59	±14	0	1	NR	NR	30	±12	4.1	±0.3	
Enlisted	56	±6	0	2	21	47	29	±7	4.0	±0.1	
Officers	65	±5	1	1	16	47	34	±6	4.1	±0.1	
NHPI	57	±11	1	1	NR	44	31	±12	4.0	±0.3	
ARNG	46	±24	NR	NR	NR	NR	NR		NR		
USAR	61	±7	2	1	15	47	35	±9	4.1	±0.2	
USNR	46	±35	NR	NR	9	NR	41	±17	4.3	±0.3	
ANG	80	±11	NR	1	NR	NR	23	±17	NR		
USAFR	64	±10	NR	1	16	36	48	±14	4.3	±0.2	
Enlisted	55	±12	1	1	NR	41	32	±13	4.0	±0.3	
Officers	76	±10	NR	1	8	NR	NR	±8	4.1	±0.2	
TWO OR MORE RACES	61	±9	1	2	20	37	39	±12	4.1	±0.2	
ARNG	53	±16	1	1	19	NR	NR	±18	4.2	±0.4	
USAR	68	±20	0	NR	NR	NR	NR	±2	4.0	±0.4	
USNR	63	±18	2	4	14	50	30	±12	4.0	±0.2	
USMCR	77	±17	1	2	NR	NR	NR	±8	NR		
ANG	76	±12	1	NR	9	NR	NR	±7	4.2	±0.4	
USAFR	54	±19	0	2	NR	NR	NR	±5	4.1	±0.4	
Enlisted	59	±10	1	1	19	36	43	±13	4.2	±0.2	
Officers	74	±9	NR	NR	23	45	21	±13	3.8	±0.3	
USCGR	75	±4	1	1	16	43	39	±5	4.2	±0.1	
White	79	±4	1	1	16	44	38	±5	4.2	±0.1	
Black	53	±15	NR	NR	NR	NR	NR		4.3	±0.3	
Hispanic	62	±11	NR	1	14	43	42	±14	4.3	±0.2	
Other Race/Ethnicity	70	±8	0	2	15	40	44	±11	4.2	±0.2	
Enlisted	74	±4	1	1	17	44	37	±5	4.2	±0.1	
E1 – E4	76	±7	1	2	22	36	39	±9	4.1	±0.2	
E5 – E9	73	±5	0	1	13	50	36	±6	4.2	±0.1	
Officers	78	±6	1	1	9	42	46	±7	4.3	±0.2	

NR: Not reportable

**92. My National Guard/Reserve component's training...****h. Provides information about policies, procedures, and consequences of racial/ethnic harassment and discrimination**1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	65	±2	1	1	11	45	42	±2	4.3	±0.1	
ARNG	60	±3	1	1	11	45	42	±3	4.3	±0.1	
USAR	67	±3	1	1	13	47	38	±4	4.2	±0.1	
USNR	75	±3	1	1	10	45	43	±4	4.3	±0.1	
USMCR	61	±5	0	1	15	38	46	±6	4.3	±0.1	
ANG	73	±4	0	1	9	43	47	±5	4.4	±0.1	
USAFR	62	±4	1	0	9	45	45	±5	4.3	±0.1	
Enlisted	63	±2	1	1	12	45	42	±2	4.3	±0.1	
E1 – E4	57	±3	1	1	14	39	46	±4	4.3	±0.1	
E5 – E9	68	±2	1	1	10	48	40	±3	4.3	±0.1	
Officers	73	±2	0	1	8	47	44	±3	4.3	±0.1	
O1 – O3	70	±3	0	2	12	47	38	±4	4.2	±0.1	
O4 – O6	74	±3	0	0	5	47	47	±3	4.4	±0.1	
Male	66	±2	1	1	10	45	43	±2	4.3	±0.1	
Female	61	±3	1	2	14	45	38	±4	4.2	±0.1	
AGR/FTS/AR	69	±4	0	1	10	53	36	±5	4.2	±0.1	
Other Selected Reserve	64	±2	1	1	11	44	43	±2	4.3	±0.1	
Reserve Unit	64	±2	1	1	11	44	43	±2	4.3	±0.1	
Military Technician	71	±5	0	1	12	46	42	±6	4.3	±0.1	
IMA	61	±5	1	1	8	45	46	±7	4.3	±0.2	
Not Activated Past 12 Months	65	±2	1	1	10	46	43	±3	4.3	±0.1	
Activated Past 12 Months	66	±4	1	1	13	44	41	±5	4.2	±0.1	
Not Deployed Past 12 Months	64	±2	0	1	11	45	43	±2	4.3	±0.1	
Deployed Past 12 Months	66	±3	1	1	12	46	41	±4	4.2	±0.1	
Deployed OIF/OEF	67	±4	1	1	13	45	41	±4	4.2	±0.1	
WHITE	68	±2	0	1	10	44	45	±3	4.3	±0.1	
ARNG	64	±3	0	1	10	45	45	±4	4.3	±0.1	
USAR	73	±4	1	0	12	46	40	±5	4.2	±0.1	
USNR	79	±4	1	0	9	46	44	±6	4.3	±0.1	
USMCR	63	±6	0	1	15	35	49	±8	4.3	±0.2	
ANG	75	±4	0	1	8	42	48	±6	4.4	±0.1	
USAFR	64	±5	0	0	8	41	50	±7	4.4	±0.1	
Enlisted	67	±2	1	1	11	43	45	±3	4.3	±0.1	
E1 – E4	60	±4	1	1	13	37	49	±5	4.3	±0.1	
E5 – E9	72	±3	0	1	9	47	42	±4	4.3	±0.1	
Officers	75	±2	0	0	7	47	45	±3	4.4	±0.1	
BLACK	57	±3	1	2	13	52	31	±3	4.1	±0.1	
ARNG	52	±4	3	3	14	52	28	±6	4.0	±0.1	
USAR	58	±4	1	2	13	54	30	±5	4.1	±0.1	
USNR	64	±4	1	2	14	47	35	±7	4.1	±0.1	
USMCR	56	±8	1	1	10	45	43	±11	4.3	±0.2	
ANG	62	±4	1	3	9	52	35	±4	4.2	±0.1	
USAFR	56	±3	1	1	12	52	35	±4	4.2	±0.1	
Enlisted	56	±3	2	2	13	52	31	±4	4.1	±0.1	
E1 – E4	47	±5	1	3	17	44	35	±7	4.1	±0.2	
E5 – E9	61	±3	2	2	11	57	28	±4	4.1	±0.1	
Officers	65	±3	1	3	11	51	34	±4	4.2	±0.1	

Note. Percent responding are Reserve component members who answered the question and who have had training from military sources on topics related to racial/ethnic harassment and discrimination (Q90).

2007 Workplace and Equal Opportunity Survey of Reserve Component Members

92h. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
HISPANIC	58	±3	0	1	13	44	42	±4	4.3	±0.1	
ARNG	49	±6	0	0	17	38	44	±8	4.3	±0.2	
USAR	61	±6	0	2	12	45	42	±7	4.3	±0.1	
USNR	72	±6	1	3	10	41	45	±10	4.3	±0.2	
USMCR	56	±8	0	2	14	47	38	±11	4.2	±0.2	
ANG	69	±6	0	1	10	52	37	±11	4.3	±0.2	
USAFR	64	±8	NR	2	7	52	37	±11	4.2	±0.2	
Enlisted	57	±4	0	1	14	44	42	±5	4.3	±0.1	
E1 – E4	53	±6	1	0	14	42	43	±7	4.3	±0.2	
E5 – E9	61	±4	0	1	14	44	41	±6	4.2	±0.1	
Officers	66	±4	1	4	7	43	44	±7	4.3	±0.2	
AIAN	59	±11	0	0	9	45	45	±14	4.3	±0.2	
ARNG	61	±15	0	0	11	NR	NR	±15	4.3	±0.3	
USAR	59	±23	0	0	7	NR	NR	±7	NR		
USNR	57	±26	1	0	9	31	59	±17	4.5	±0.3	
ANG	48	±32	0	0	8	NR	NR	±10	4.6	±0.4	
USAFR	74	±11	NR	2	9	29	NR	±17	4.5	±0.3	
Enlisted	58	±12	0	0	10	46	44	±15	4.3	±0.2	
Officers	73	±13	1	2	5	36	56	±15	4.4	±0.2	
ASIAN	58	±5	0	1	16	52	31	±6	4.1	±0.1	
ARNG	49	±11	0	4	18	57	22	±16	4.0	±0.2	
USAR	57	±8	0	1	20	47	32	±12	4.1	±0.2	
USNR	77	±6	0	1	12	48	38	±15	4.2	±0.2	
USMCR	49	±14	NR	1	20	40	NR	±14	4.2	±0.3	
ANG	67	±5	0	1	11	54	34	±6	4.2	±0.1	
USAFR	59	±14	0	0	7	63	30	±14	4.2	±0.1	
Enlisted	56	±6	0	2	16	53	29	±7	4.1	±0.1	
Officers	65	±5	0	1	15	49	36	±6	4.2	±0.1	
NHPI	58	±11	0	0	14	55	30	±14	4.1	±0.2	
ARNG	46	±24	NR	NR	5	NR	NR	±9	4.1	±0.3	
USAR	61	±7	0	1	14	49	37	±9	4.2	±0.2	
USNR	46	±35	NR	NR	NR	NR	42	±17	4.4	±0.2	
ANG	80	±11	NR	NR	NR	NR	22	±17	NR		
USAFR	64	±10	NR	NR	9	48	44	±14	4.4	±0.2	
Enlisted	55	±12	1	0	15	53	31	±16	4.1	±0.2	
Officers	79	±9	NR	NR	6	NR	NR	±7	4.2	±0.2	
TWO OR MORE RACES	61	±9	1	0	16	38	45	±11	4.3	±0.2	
ARNG	53	±16	1	0	NR	NR	NR	±5	4.3	±0.3	
USAR	67	±20	NR	1	NR	NR	NR	±2	4.2	±0.4	
USNR	64	±18	0	2	11	47	40	±12	4.3	±0.2	
USMCR	77	±17	1	2	NR	NR	NR	±8	NR		
ANG	76	±12	0	0	12	NR	NR	±16	4.4	±0.3	
USAFR	53	±19	0	0	NR	NR	NR	±1	4.2	±0.3	
Enlisted	59	±10	0	0	15	36	49	±13	4.3	±0.2	
Officers	73	±9	NR	0	21	52	24	±15	4.0	±0.3	
USCGR	75	±4	1	0	10	48	42	±5	4.3	±0.1	
White	78	±4	1	0	10	48	42	±5	4.3	±0.1	
Black	55	±15	NR	NR	NR	NR	NR		4.4	±0.3	
Hispanic	59	±11	NR	NR	10	49	41	±14	4.3	±0.2	
Other Race/Ethnicity	69	±8	0	0	11	44	45	±11	4.3	±0.2	
Enlisted	74	±4	1	0	11	48	40	±5	4.3	±0.1	
E1 – E4	75	±7	1	0	15	45	38	±9	4.2	±0.2	
E5 – E9	73	±5	0	0	8	51	41	±6	4.3	±0.1	
Officers	79	±6	1	0	3	45	51	±7	4.5	±0.1	

NR: Not reportable

**92. My National Guard/Reserve component's training...****i. Provides information on my National Guard/Reserve component's policies on participation in racist/extremist organizations, hate crimes, or gangs**1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
<b>TOTAL DOD</b>	65	±2	1	2	13	44	41	±2	4.2	±0.1	
ARNG	60	±3	1	2	13	44	40	±3	4.2	±0.1	
USAR	67	±3	1	2	14	46	37	±4	4.2	±0.1	
USNR	76	±3	1	2	12	43	42	±4	4.2	±0.1	
USMCR	62	±5	0	2	14	38	45	±6	4.3	±0.1	
ANG	73	±4	0	1	10	44	44	±5	4.3	±0.1	
USAFR	63	±4	1	1	12	42	44	±5	4.3	±0.1	
Enlisted	63	±2	1	2	13	43	41	±2	4.2	±0.1	
E1 – E4	57	±3	1	2	16	37	44	±4	4.2	±0.1	
E5 – E9	68	±2	1	2	12	47	38	±3	4.2	±0.1	
Officers	73	±2	0	2	10	46	41	±3	4.3	±0.1	
O1 – O3	70	±3	0	2	14	47	37	±4	4.2	±0.1	
O4 – O6	74	±3	0	1	8	46	44	±3	4.3	±0.1	
Male	66	±2	1	1	12	44	42	±2	4.2	±0.1	
Female	61	±3	2	3	17	43	36	±4	4.1	±0.1	
AGR/FTS/AR	70	±4	1	2	11	51	36	±5	4.2	±0.1	
Other Selected Reserve	64	±2	1	2	13	43	41	±2	4.2	±0.1	
Reserve Unit	64	±2	1	2	13	43	41	±2	4.2	±0.1	
Military Technician	70	±5	1	1	14	45	40	±6	4.2	±0.1	
IMA	59	±5	1	2	12	43	42	±7	4.2	±0.2	
Not Activated Past 12 Months	65	±2	1	2	12	44	41	±2	4.2	±0.1	
Activated Past 12 Months	66	±4	1	2	16	42	39	±5	4.2	±0.1	
Not Deployed Past 12 Months	64	±2	1	2	12	44	42	±2	4.2	±0.1	
Deployed Past 12 Months	66	±3	1	2	15	44	38	±4	4.2	±0.1	
Deployed OIF/OEF	67	±4	1	2	16	43	39	±4	4.2	±0.1	
<b>WHITE</b>	68	±2	1	1	12	43	44	±3	4.3	±0.1	
ARNG	64	±3	1	1	12	43	43	±4	4.3	±0.1	
USAR	72	±4	1	1	14	45	39	±5	4.2	±0.1	
USNR	79	±4	1	1	12	41	45	±6	4.3	±0.1	
USMCR	64	±6	0	2	14	37	47	±8	4.3	±0.2	
ANG	75	±4	0	1	9	43	46	±6	4.3	±0.1	
USAFR	65	±5	0	1	11	39	49	±7	4.3	±0.1	
Enlisted	67	±2	1	1	12	42	44	±3	4.3	±0.1	
E1 – E4	61	±4	1	1	15	36	48	±5	4.3	±0.1	
E5 – E9	71	±3	1	1	11	46	41	±4	4.3	±0.1	
Officers	75	±2	0	1	9	46	43	±3	4.3	±0.1	
<b>BLACK</b>	57	±3	2	4	15	50	29	±3	4.0	±0.1	
ARNG	53	±4	4	4	17	50	24	±6	3.8	±0.2	
USAR	58	±4	1	3	15	52	29	±5	4.1	±0.1	
USNR	64	±4	1	7	14	46	32	±8	4.0	±0.2	
USMCR	56	±8	2	3	10	37	49	±11	4.3	±0.2	
ANG	62	±4	1	2	13	50	33	±4	4.1	±0.1	
USAFR	56	±3	1	2	15	50	33	±4	4.1	±0.1	
Enlisted	56	±3	2	4	15	51	28	±4	4.0	±0.1	
E1 – E4	47	±5	3	4	18	42	32	±7	4.0	±0.2	
E5 – E9	61	±3	2	3	14	55	26	±4	4.0	±0.1	
Officers	65	±3	1	3	15	48	33	±4	4.1	±0.1	

Note. Percent responding are Reserve component members who answered the question and who have had training from military sources on topics related to racial/ethnic harassment and discrimination (Q90).



92i. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
HISPANIC	58	±3	1	3	15	42	39	±4	4.2	±0.1	
ARNG	49	±6	1	2	19	36	41	±8	4.1	±0.2	
USAR	61	±6	1	2	14	42	41	±7	4.2	±0.2	
USNR	72	±6	4	5	9	46	36	±10	4.1	±0.3	
USMCR	56	±8	0	1	15	46	38	±11	4.2	±0.2	
ANG	69	±6	0	1	16	48	35	±11	4.2	±0.2	
USAFR	64	±8	NR	2	12	50	34	±11	4.1	±0.2	
Enlisted	57	±4	1	2	16	42	39	±5	4.2	±0.1	
E1 – E4	52	±6	1	3	16	40	40	±7	4.1	±0.2	
E5 – E9	61	±4	1	2	16	44	38	±6	4.2	±0.1	
Officers	66	±4	2	6	11	44	37	±6	4.1	±0.2	
AIAN	60	±11	0	0	10	48	41	±14	4.3	±0.2	
ARNG	60	±15	1	0	12	NR	NR	±14	4.3	±0.3	
USAR	59	±23	1	0	9	NR	NR	±9	4.2	±0.4	
USNR	70	±26	1	NR	6	NR	NR	±7	4.4	±0.3	
ANG	48	±32	0	0	8	NR	NR	±11	4.2	±0.2	
USAFR	74	±11	NR	3	9	30	NR	±17	4.4	±0.3	
Enlisted	59	±12	0	0	11	50	39	±16	4.3	±0.2	
Officers	73	±13	1	1	6	35	57	±15	4.5	±0.2	
ASIAN	58	±5	1	2	21	47	29	±6	4.0	±0.1	
ARNG	49	±11	0	3	26	49	22	±16	3.9	±0.2	
USAR	57	±8	1	2	21	46	30	±13	4.0	±0.2	
USNR	77	±6	1	1	17	45	36	±15	4.1	±0.2	
USMCR	49	±14	NR	5	23	35	NR	±13	4.0	±0.3	
ANG	67	±5	0	2	13	53	33	±6	4.2	±0.1	
USAFR	59	±14	0	0	NR	NR	27	±11	4.1	±0.3	
Enlisted	56	±6	1	2	22	47	28	±7	4.0	±0.1	
Officers	65	±5	0	3	16	47	34	±6	4.1	±0.2	
NHPI	57	±11	1	1	15	56	28	±13	4.1	±0.2	
ARNG	46	±24	NR	NR	5	NR	NR	±9	4.1	±0.2	
USAR	61	±7	1	1	13	49	36	±9	4.2	±0.2	
USNR	46	±35	NR	NR	9	NR	39	±17	4.3	±0.3	
ANG	80	±11	NR	NR	NR	NR	22	±17	NR		
USAFR	62	±10	NR	1	14	44	41	±14	4.3	±0.2	
Enlisted	55	±12	1	1	16	53	29	±15	4.1	±0.2	
Officers	78	±10	NR	1	7	NR	NR	±8	4.1	±0.2	
TWO OR MORE RACES	60	±9	3	1	15	41	39	±12	4.1	±0.2	
ARNG	53	±16	1	2	NR	NR	NR	±7	4.1	±0.3	
USAR	68	±20	NR	1	11	NR	NR	±15	NR		
USNR	64	±18	0	2	14	47	37	±12	4.2	±0.2	
USMCR	77	±17	1	NR	NR	NR	NR	±6	NR		
ANG	66	±18	0	1	18	NR	NR	±17	4.3	±0.4	
USAFR	54	±19	0	1	NR	NR	NR	±2	4.1	±0.3	
Enlisted	57	±10	NR	1	14	39	43	±13	4.2	±0.3	
Officers	74	±9	NR	4	22	51	22	±15	3.9	±0.3	
USCGR	75	±4	1	1	14	45	40	±5	4.2	±0.1	
White	79	±4	1	1	14	45	39	±5	4.2	±0.1	
Black	55	±15	NR	NR	NR	NR	NR		4.3	±0.3	
Hispanic	62	±11	NR	NR	10	47	41	±14	4.3	±0.2	
Other Race/Ethnicity	69	±8	0	2	13	41	43	±11	4.2	±0.2	
Enlisted	74	±4	1	1	14	45	39	±5	4.2	±0.1	
E1 – E4	76	±7	2	1	17	41	38	±9	4.1	±0.2	
E5 – E9	73	±5	0	1	12	49	39	±6	4.3	±0.1	
Officers	79	±6	1	1	12	43	44	±7	4.3	±0.2	

NR: Not reportable

## 92. My National Guard/Reserve component's training...

## j. Promotes religious tolerance

1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	65	±2	1	2	18	40	39	±2	4.1	±0.1	
ARNG	60	±3	1	2	18	40	39	±3	4.1	±0.1	
USAR	67	±3	2	2	19	42	35	±4	4.1	±0.1	
USNR	76	±3	2	1	18	39	39	±4	4.1	±0.1	
USMCR	61	±5	1	1	17	35	46	±6	4.2	±0.1	
ANG	73	±4	0	1	15	40	42	±5	4.2	±0.1	
USAFR	63	±4	0	1	18	41	40	±5	4.2	±0.1	
Enlisted	63	±2	1	2	19	40	39	±2	4.1	±0.1	
E1 – E4	57	±3	1	2	21	33	43	±4	4.1	±0.1	
E5 – E9	68	±2	1	2	17	43	36	±3	4.1	±0.1	
Officers	73	±2	1	2	14	43	40	±3	4.2	±0.1	
O1 – O3	70	±3	1	2	18	43	36	±4	4.1	±0.1	
O4 – O6	74	±3	1	1	11	43	43	±3	4.3	±0.1	
Male	66	±2	1	2	17	40	40	±2	4.2	±0.1	
Female	60	±3	2	3	21	40	35	±4	4.0	±0.1	
AGR/FTS/AR	70	±4	1	2	17	48	32	±5	4.1	±0.1	
Other Selected Reserve	64	±2	1	2	18	39	40	±2	4.1	±0.1	
Reserve Unit	65	±2	1	2	18	39	40	±2	4.1	±0.1	
Military Technician	71	±5	1	1	22	42	34	±6	4.1	±0.1	
IMA	60	±5	2	2	16	40	41	±8	4.2	±0.2	
Not Activated Past 12 Months	65	±2	1	2	18	41	39	±2	4.1	±0.1	
Activated Past 12 Months	66	±4	1	2	20	38	38	±4	4.1	±0.1	
Not Deployed Past 12 Months	64	±2	1	2	18	40	40	±2	4.2	±0.1	
Deployed Past 12 Months	66	±3	2	2	19	41	37	±4	4.1	±0.1	
Deployed OIF/OEF	66	±4	2	2	19	40	37	±4	4.1	±0.1	
WHITE	68	±2	1	1	16	40	41	±3	4.2	±0.1	
ARNG	64	±3	1	1	16	41	41	±4	4.2	±0.1	
USAR	72	±4	2	2	17	40	38	±5	4.1	±0.1	
USNR	79	±4	1	1	17	39	42	±6	4.2	±0.1	
USMCR	63	±6	1	1	16	33	48	±8	4.2	±0.2	
ANG	75	±4	0	1	14	40	44	±6	4.3	±0.1	
USAFR	65	±5	0	1	17	39	43	±7	4.2	±0.1	
Enlisted	67	±2	1	1	17	39	42	±3	4.2	±0.1	
E1 – E4	61	±4	1	1	19	33	46	±5	4.2	±0.1	
E5 – E9	71	±3	1	1	15	43	39	±4	4.2	±0.1	
Officers	75	±2	1	2	13	43	41	±3	4.2	±0.1	
BLACK	56	±3	2	3	24	44	28	±3	3.9	±0.1	
ARNG	52	±4	4	4	25	42	25	±6	3.8	±0.2	
USAR	58	±4	1	3	24	46	27	±5	3.9	±0.1	
USNR	64	±4	1	3	25	43	27	±5	3.9	±0.1	
USMCR	56	±8	1	1	19	34	46	±11	4.2	±0.2	
ANG	61	±4	1	2	22	44	31	±4	4.0	±0.1	
USAFR	56	±3	1	2	24	43	30	±4	4.0	±0.1	
Enlisted	55	±3	2	3	25	43	27	±4	3.9	±0.1	
E1 – E4	47	±5	2	4	27	33	34	±6	3.9	±0.2	
E5 – E9	61	±3	2	3	23	49	23	±4	3.9	±0.1	
Officers	65	±3	1	2	20	44	33	±4	4.1	±0.1	

Note. Percent responding are Reserve component members who answered the question and who have had training from military sources on topics related to racial/ethnic harassment and discrimination (Q90).

## 2007 Workplace and Equal Opportunity Survey of Reserve Component Members

92j. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
HISPANIC	58	±3	1	2	20	39	38	±4	4.1	±0.1	
ARNG	48	±6	0	3	24	33	40	±8	4.1	±0.2	
USAR	61	±6	0	3	16	42	39	±7	4.2	±0.2	
USNR	72	±6	4	3	19	37	38	±9	4.0	±0.3	
USMCR	55	±8	1	0	19	41	38	±11	4.2	±0.2	
ANG	69	±6	1	1	16	46	36	±11	4.1	±0.2	
USAFR	64	±8	0	1	21	44	34	±11	4.1	±0.2	
Enlisted	57	±4	1	2	20	39	38	±5	4.1	±0.1	
E1 – E4	53	±6	0	3	20	37	39	±7	4.1	±0.2	
E5 – E9	61	±4	1	2	20	40	37	±5	4.1	±0.1	
Officers	65	±4	1	3	13	40	41	±6	4.2	±0.2	
AIAN	61	±11	0	1	25	38	36	±14	4.1	±0.2	
ARNG	61	±15	0	0	22	NR	NR	±17	4.2	±0.3	
USAR	59	±23	0	1	NR	NR	15	±13	3.8	±0.4	
USNR	87	±8	1	0	12	NR	NR	±11	4.4	±0.4	
ANG	48	±32	0	1	NR	NR	NR	±3	NR		
USAFR	62	±18	NR	1	23	38	NR	±16	4.1	±0.3	
Enlisted	60	±12	0	0	26	39	35	±15	4.1	±0.3	
Officers	69	±14	1	2	12	37	NR	±15	4.3	±0.3	
ASIAN	58	±5	1	2	25	42	30	±6	4.0	±0.1	
ARNG	49	±11	1	3	30	37	28	±16	3.9	±0.3	
USAR	57	±8	1	1	27	41	31	±13	4.0	±0.2	
USNR	77	±6	1	2	25	40	33	±13	4.0	±0.2	
USMCR	49	±14	NR	3	26	34	NR	±13	4.0	±0.3	
ANG	67	±5	0	1	22	45	31	±6	4.1	±0.1	
USAFR	59	±14	1	1	13	58	27	±15	4.1	±0.1	
Enlisted	56	±6	1	2	26	42	30	±7	4.0	±0.2	
Officers	65	±5	0	1	24	41	33	±8	4.1	±0.2	
NHPI	57	±11	2	NR	22	49	24	±12	3.9	±0.2	
ARNG	46	±24	NR	NR	5	NR	NR	±8	3.9	±0.5	
USAR	60	±7	1	1	24	44	30	±10	4.0	±0.2	
USNR	45	±34	NR	NR	18	NR	36	±17	4.1	±0.3	
ANG	80	±11	NR	NR	NR	NR	17	±15	3.7	±0.4	
USAFR	64	±10	NR	NR	28	40	28	±14	3.9	±0.3	
Enlisted	55	±12	2	NR	24	46	24	±14	3.9	±0.3	
Officers	79	±9	1	NR	9	NR	NR	±9	4.1	±0.2	
TWO OR MORE RACES	61	±9	4	1	23	34	38	±11	4.0	±0.3	
ARNG	53	±16	1	1	NR	NR	NR	±5	4.0	±0.4	
USAR	67	±20	NR	0	NR	NR	NR	±1	NR		
USNR	63	±18	0	3	21	43	32	±13	4.0	±0.2	
USMCR	77	±17	1	NR	NR	NR	NR	±6	NR		
ANG	76	±12	NR	1	12	18	NR	±12	4.3	±0.5	
USAFR	54	±19	0	1	NR	NR	NR	±3	4.1	±0.4	
Enlisted	59	±10	NR	1	24	32	40	±13	4.1	±0.3	
Officers	74	±9	NR	2	18	45	26	±13	3.8	±0.4	
USCGR	75	±4	2	2	20	41	35	±5	4.0	±0.1	
White	78	±4	2	3	20	42	34	±5	4.0	±0.1	
Black	55	±15	NR	NR	NR	NR	NR		4.2	±0.3	
Hispanic	62	±11	NR	NR	22	34	43	±14	4.2	±0.3	
Other Race/Ethnicity	70	±8	0	3	24	33	40	±11	4.1	±0.2	
Enlisted	74	±4	2	3	20	42	33	±5	4.0	±0.1	
E1 – E4	76	±7	3	4	26	34	33	±9	3.9	±0.2	
E5 – E9	73	±5	1	2	16	48	34	±6	4.1	±0.1	
Officers	79	±6	1	2	19	36	42	±7	4.2	±0.2	

NR: Not reportable

**93. In your opinion, how effective was the training you received in actually reducing/preventing behaviors which might be seen as racial/ethnic harassment and discrimination?**

1. Not at all effective

2. Slightly effective

3. Moderately effective

4. Very effective

	Percent Responding		Percentages				Max ME	Average Effectiveness		
			1	2	3	4				
TOTAL DOD	65	±2	5	14	42	39	±2	3.2	±0.1	
ARNG	61	±3	5	13	41	40	±3	3.2	±0.1	
USAR	67	±3	4	17	44	35	±4	3.1	±0.1	
USNR	76	±3	4	14	47	34	±4	3.1	±0.1	
USMCR	62	±5	5	15	38	41	±6	3.2	±0.1	
ANG	74	±4	5	13	40	42	±5	3.2	±0.1	
USAFR	64	±4	2	15	41	42	±5	3.2	±0.1	
Enlisted	64	±2	4	13	41	41	±2	3.2	±0.1	
E1 – E4	58	±3	4	12	41	44	±4	3.2	±0.1	
E5 – E9	69	±2	5	15	42	39	±3	3.1	±0.1	
Officers	74	±2	5	19	45	31	±3	3.0	±0.1	
O1 – O3	71	±3	7	19	44	30	±4	3.0	±0.1	
O4 – O6	75	±2	4	19	47	30	±3	3.0	±0.1	
Male	66	±2	4	14	42	39	±2	3.2	±0.1	
Female	61	±3	5	15	42	37	±4	3.1	±0.1	
AGR/FTS/AR	70	±4	5	14	40	41	±5	3.2	±0.1	
Other Selected Reserve	65	±2	4	14	42	39	±2	3.2	±0.1	
Reserve Unit	65	±2	4	14	42	39	±2	3.2	±0.1	
Military Technician	72	±5	4	13	43	41	±6	3.2	±0.1	
IMA	61	±5	3	22	43	31	±7	3.0	±0.2	
Not Activated Past 12 Months	66	±2	4	13	43	39	±2	3.2	±0.1	
Activated Past 12 Months	66	±4	6	18	40	37	±4	3.1	±0.1	
Not Deployed Past 12 Months	65	±2	4	13	43	40	±2	3.2	±0.1	
Deployed Past 12 Months	67	±3	6	19	38	36	±4	3.0	±0.1	
Deployed OIF/OEF	67	±4	6	21	38	34	±4	3.0	±0.1	
WHITE	69	±2	4	15	43	38	±3	3.1	±0.1	
ARNG	64	±3	5	13	42	40	±4	3.2	±0.1	
USAR	73	±4	4	19	45	32	±5	3.1	±0.1	
USNR	80	±4	4	14	51	31	±6	3.1	±0.1	
USMCR	64	±6	5	16	38	40	±8	3.1	±0.2	
ANG	76	±4	5	13	40	41	±6	3.2	±0.1	
USAFR	66	±5	2	16	40	42	±7	3.2	±0.1	
Enlisted	68	±2	4	14	42	40	±3	3.2	±0.1	
E1 – E4	61	±4	3	12	41	44	±5	3.3	±0.1	
E5 – E9	72	±3	5	15	43	37	±4	3.1	±0.1	
Officers	76	±2	5	19	46	29	±3	3.0	±0.1	
BLACK	57	±3	6	13	40	41	±3	3.2	±0.1	
ARNG	53	±4	8	15	38	39	±6	3.1	±0.2	
USAR	58	±4	5	12	42	42	±5	3.2	±0.1	
USNR	63	±5	5	14	39	42	±4	3.2	±0.1	
USMCR	55	±8	3	15	29	54	±11	3.3	±0.2	
ANG	62	±4	5	14	44	37	±4	3.1	±0.1	
USAFR	56	±3	4	13	39	44	±4	3.2	±0.1	
Enlisted	55	±3	6	13	40	41	±4	3.2	±0.1	
E1 – E4	47	±5	8	11	38	43	±7	3.2	±0.2	
E5 – E9	61	±3	5	13	41	41	±4	3.2	±0.1	
Officers	65	±3	5	19	38	39	±4	3.1	±0.1	
















































Note. Percent responding are Reserve component members who answered the question and who have had training from military sources on topics related to racial/ethnic harassment and discrimination (Q90).

## 2007 Workplace and Equal Opportunity Survey of Reserve Component Members























































93. Continued	Percent Responding		Percentages				Max ME	Average Effectiveness		
			1	2	3	4				
HISPANIC	59	±3	3	13	38	46	±4	3.3	±0.1	
ARNG	51	±6	3	13	38	46	±8	3.3	±0.2	
USAR	61	±6	4	12	39	45	±7	3.2	±0.2	
USNR	74	±6	3	13	38	46	±9	3.3	±0.2	
USMCR	56	±8	3	13	37	47	±11	3.3	±0.2	
ANG	70	±6	3	16	34	47	±11	3.3	±0.2	
USAFR	64	±8	3	9	43	45	±11	3.3	±0.2	
Enlisted	58	±4	3	13	37	47	±5	3.3	±0.1	
E1 – E4	53	±6	3	12	36	50	±7	3.3	±0.2	
E5 – E9	62	±4	3	14	38	45	±5	3.2	±0.1	
Officers	67	±4	4	13	46	37	±6	3.2	±0.2	
AIAN	62	±11	6	16	42	37	±14	3.1	±0.3	
ARNG	60	±15	NR	17	NR	NR	±18	3.1	±0.5	
USAR	59	±23	2	9	NR	14	±12	3.0	±0.1	
USNR	87	±8	0	NR	NR	21	±16	NR		
ANG	48	±32	2	10	NR	NR	±12	3.5	±0.4	
USAFR	75	±11	4	NR	NR	NR	±6	3.0	±0.5	
Enlisted	60	±12	NR	15	41	37	±15	3.1	±0.3	
Officers	74	±13	2	25	NR	30	±16	3.0	±0.3	
ASIAN	58	±5	4	15	50	31	±6	3.1	±0.1	
ARNG	49	±11	5	11	57	27	±14	3.1	±0.2	
USAR	58	±8	4	17	47	32	±12	3.1	±0.2	
USNR	77	±6	3	15	49	33	±14	3.1	±0.2	
USMCR	49	±14	6	14	60	19	±14	2.9	±0.2	
ANG	67	±5	2	18	45	34	±6	3.1	±0.1	
USAFR	59	±14	3	13	NR	NR	±11	3.3	±0.3	
Enlisted	57	±6	4	12	52	32	±7	3.1	±0.1	
Officers	65	±5	4	23	44	29	±7	3.0	±0.1	
NHPI	58	±11	3	NR	33	48	±12	3.2	±0.3	
ARNG	46	±24	3	NR	NR	NR	±7	NR		
USAR	62	±7	5	11	44	40	±9	3.2	±0.2	
USNR	46	±35	NR	9	NR	NR	±13	3.5	±0.3	
ANG	79	±11	2	5	NR	NR	±6	3.5	±0.3	
USAFR	63	±10	1	10	39	50	±14	3.4	±0.2	
Enlisted	55	±12	3	NR	33	48	±14	3.3	±0.3	
Officers	77	±10	2	NR	NR	NR	±7	3.2	±0.4	
TWO OR MORE RACES	61	±9	7	12	43	38	±12	3.1	±0.2	
ARNG	53	±16	NR	7	NR	NR	±8	3.2	±0.5	
USAR	68	±20	5	NR	NR	NR	±7	3.0	±0.4	
USNR	64	±19	10	17	53	21	±11	2.8	±0.2	
USMCR	77	±17	NR	3	NR	NR	±8	NR		
ANG	76	±12	NR	9	NR	NR	±7	3.2	±0.4	
USAFR	54	±19	4	12	NR	18	±13	3.0	±0.2	
Enlisted	59	±10	6	9	42	42	±13	3.2	±0.3	
Officers	74	±9	NR	24	46	19	±13	2.7	±0.3	
USCGR	75	±4	4	15	47	34	±5	3.1	±0.1	
White	79	±4	4	17	48	31	±5	3.1	±0.1	
Black	53	±15	NR	NR	NR	NR		3.4	±0.3	
Hispanic	59	±11	5	6	39	50	±14	3.3	±0.3	
Other Race/Ethnicity	69	±8	3	11	50	37	±11	3.2	±0.2	
Enlisted	75	±4	4	16	48	32	±5	3.1	±0.1	
E1 – E4	77	±6	5	19	50	26	±9	3.0	±0.2	
E5 – E9	73	±5	3	14	47	37	±6	3.2	±0.1	
Officers	78	±6	5	13	41	42	±7	3.2	±0.2	

NR: Not reportable

## 94. Have you had a civilian job? Constructed from Q94.

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
TOTAL DOD	89	±1	93	±1	
ARNG	87	±2	92	±2	
USAR	89	±2	95	±2	
USNR	93	±2	94	±2	
USMCR	88	±3	95	±3	
ANG	91	±3	92	±3	
USAFR	91	±3	92	±3	
Enlisted	88	±1	92	±1	
E1 – E4	88	±2	94	±2	
E5 – E9	88	±2	91	±2	
Officers	94	±1	94	±1	
O1 – O3	92	±2	94	±3	
O4 – O6	95	±1	95	±2	
Male	89	±1	93	±1	
Female	88	±2	91	±2	
AGR/FTS/AR	88	±3	76	±4	
Other Selected Reserve	89	±1	94	±1	
Reserve Unit	89	±1	94	±1	
Military Technician	92	±3	84	±4	
IMA	94	±3	94	±4	
Not Activated Past 12 Months	91	±1	92	±1	
Activated Past 12 Months	89	±3	95	±2	
Not Deployed Past 12 Months	90	±1	93	±1	
Deployed Past 12 Months	86	±2	93	±2	
Deployed OIF/OEF	85	±3	93	±2	
WHITE	90	±2	93	±2	
ARNG	89	±2	91	±2	
USAR	91	±3	96	±2	
USNR	95	±3	94	±3	
USMCR	90	±4	95	±4	
ANG	91	±3	92	±3	
USAFR	93	±3	90	±4	
Enlisted	89	±2	93	±2	
E1 – E4	89	±2	95	±2	
E5 – E9	89	±2	91	±2	
Officers	95	±1	94	±2	
BLACK	85	±2	93	±2	
ARNG	84	±3	92	±3	
USAR	85	±3	94	±2	
USNR	88	±2	91	±2	
USMCR	79	±8	91	±5	
ANG	87	±2	93	±2	
USAFR	87	±2	93	±2	
Enlisted	85	±2	93	±2	
E1 – E4	82	±4	94	±3	
E5 – E9	86	±2	92	±2	
Officers	89	±3	94	±2	

Note. Percent responding are Reserve component members who answered the question.

94. Continued	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
HISPANIC	86	±3	92	±2	
ARNG	83	±5	90	±5	
USAR	87	±4	91	±5	
USNR	90	±5	97	±2	
USMCR	87	±5	94	±7	
ANG	92	±3	91	±3	
USAFR	91	±5	95	±3	
Enlisted	86	±3	91	±3	
E1 – E4	85	±4	91	±4	
E5 – E9	87	±3	91	±3	
Officers	92	±3	94	±2	
AIAN	82	±9	94	±4	
ARNG	79	±14	96	±3	
USAR	82	±17	96	±4	
USNR	97	±3	NR		
ANG	78	±31	95	±6	
USAFR	96	±4	97	±4	
Enlisted	81	±10	95	±5	
Officers	94	±3	93	±5	
ASIAN	87	±4	92	±2	
ARNG	84	±9	94	±3	
USAR	87	±4	89	±7	
USNR	90	±4	92	±4	
USMCR	81	±12	95	±5	
ANG	91	±3	88	±4	
USAFR	86	±12	95	±3	
Enlisted	85	±4	91	±3	
Officers	92	±3	94	±3	
NHPI	89	±5	88	±9	
ARNG	96	±6	93	±9	
USAR	86	±4	88	±5	
USNR	56	±41	85	±15	
ANG	91	±6	NR		
USAFR	88	±7	96	±4	
Enlisted	89	±6	88	±10	
Officers	93	±4	NR		
TWO OR MORE RACES	91	±4	94	±7	
ARNG	90	±7	98	±6	
USAR	95	±4	NR		
USNR	93	±5	97	±4	
USMCR	90	±11	98	±6	
ANG	91	±9	NR		
USAFR	91	±11	97	±4	
Enlisted	91	±5	93	±8	
Officers	92	±5	99	±1	
USCGR	94	±2	97	±2	
White	95	±2	97	±2	
Black	88	±9	NR		
Hispanic	92	±6	99	±2	
Other Race/Ethnicity	95	±6	96	±8	
Enlisted	94	±3	97	±2	
E1 – E4	93	±4	96	±5	
E5 – E9	95	±3	97	±3	
Officers	93	±4	99	±1	

NR: Not reportable

**94. In your opinion, how often does racial/ethnic harassment and discrimination occur at military workplaces compared to civilian workplaces?**

1. Much less often in the military  
4. More often in the military

2. Less often in the military  
5. Much more often in the military

3. About the same

	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
TOTAL DOD	82	±1	33	25	35	6	2	±2	2.2	±0.1	
ARNG	80	±2	31	25	36	5	2	±3	2.2	±0.1	
USAR	84	±2	28	25	38	7	3	±3	2.3	±0.1	
USNR	87	±3	33	26	33	6	2	±4	2.2	±0.1	
USMCR	83	±4	35	21	36	7	2	±5	2.2	±0.1	
ANG	83	±3	39	25	30	4	2	±5	2.1	±0.1	
USAFR	84	±3	41	24	29	5	1	±4	2.0	±0.1	
Enlisted	81	±2	32	24	36	6	2	±2	2.2	±0.1	
E1 – E4	83	±2	32	23	37	6	2	±3	2.2	±0.1	
E5 – E9	80	±2	33	24	35	6	2	±3	2.2	±0.1	
Officers	88	±2	33	29	31	5	1	±2	2.1	±0.1	
O1 – O3	86	±3	29	28	35	7	2	±3	2.2	±0.1	
O4 – O6	90	±2	36	31	28	4	1	±3	2.0	±0.1	
Male	83	±2	34	25	33	5	2	±2	2.2	±0.1	
Female	80	±3	26	23	42	7	2	±4	2.4	±0.1	
AGR/FTS/AR	67	±4	33	34	27	4	3	±5	2.1	±0.1	
Other Selected Reserve	84	±2	33	24	36	6	2	±2	2.2	±0.1	
Reserve Unit	84	±2	32	24	36	6	2	±2	2.2	±0.1	
Military Technician	77	±4	40	18	35	5	3	±6	2.1	±0.2	
IMA	89	±4	40	25	29	4	1	±6	2.0	±0.1	
Not Activated Past 12 Months	84	±2	33	25	34	5	2	±2	2.2	±0.1	
Activated Past 12 Months	84	±3	32	22	38	5	2	±4	2.2	±0.1	
Not Deployed Past 12 Months	83	±2	34	25	34	5	2	±2	2.2	±0.1	
Deployed Past 12 Months	80	±3	28	24	38	7	3	±4	2.3	±0.1	
Deployed OIF/OEF	79	±3	27	25	39	7	3	±4	2.3	±0.1	
WHITE	84	±2	34	26	34	5	2	±2	2.1	±0.1	
ARNG	81	±3	32	26	35	5	2	±4	2.2	±0.1	
USAR	87	±3	29	26	38	5	3	±5	2.3	±0.1	
USNR	90	±4	32	28	33	4	2	±6	2.2	±0.2	
USMCR	85	±5	33	22	37	6	1	±7	2.2	±0.2	
ANG	84	±4	41	24	29	4	2	±6	2.0	±0.2	
USAFR	84	±4	44	24	26	5	0	±6	1.9	±0.2	
Enlisted	83	±2	34	25	35	5	2	±3	2.2	±0.1	
E1 – E4	85	±3	32	24	37	5	2	±4	2.2	±0.1	
E5 – E9	81	±3	35	25	33	5	2	±4	2.1	±0.1	
Officers	89	±2	35	30	30	4	1	±3	2.1	±0.1	
BLACK	79	±2	26	22	41	8	3	±3	2.4	±0.1	
ARNG	77	±4	25	20	43	8	5	±5	2.5	±0.2	
USAR	80	±3	25	22	41	9	3	±5	2.4	±0.1	
USNR	80	±3	26	24	39	7	3	±5	2.4	±0.1	
USMCR	72	±8	32	18	38	12	1	±14	2.3	±0.3	
ANG	81	±3	27	26	39	7	1	±4	2.3	±0.1	
USAFR	81	±3	31	24	38	5	2	±3	2.2	±0.1	
Enlisted	78	±2	26	21	41	8	4	±3	2.4	±0.1	
E1 – E4	77	±4	26	20	41	9	4	±5	2.4	±0.2	
E5 – E9	79	±3	26	22	41	8	3	±4	2.4	±0.1	
Officers	84	±3	24	26	40	8	2	±4	2.4	±0.1	

Note. Percent responding are Reserve component members who answered the question and who indicated they had a civilian job (Q94).



94. Continued	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
HISPANIC	79	±3	32	21	35	9	3	±4	2.3	±0.1	
ARNG	74	±5	30	21	37	8	4	±7	2.3	±0.2	
USAR	79	±5	29	21	35	12	3	±7	2.4	±0.2	
USNR	87	±5	41	19	30	7	3	±8	2.1	±0.2	
USMCR	82	±6	41	17	34	5	2	±9	2.1	±0.2	
ANG	83	±4	24	26	39	10	1	±10	2.4	±0.2	
USAFR	86	±5	35	26	30	5	4	±11	2.2	±0.3	
Enlisted	79	±3	32	21	35	9	3	±4	2.3	±0.1	
E1 – E4	78	±5	34	22	33	9	3	±6	2.2	±0.2	
E5 – E9	79	±4	30	20	37	9	4	±5	2.4	±0.2	
Officers	86	±3	29	26	34	9	2	±5	2.3	±0.1	
AIAN	78	±10	38	27	29	5	1	±12	2.0	±0.3	
ARNG	76	±14	NR	NR	25	NR	1	±16	2.0	±0.4	
USAR	79	±17	NR	NR	NR	3	2	±4	2.3	±0.4	
USNR	78	±23	20	NR	NR	5	1	±14	2.3	±0.4	
ANG	74	±30	NR	NR	14	2	1	±14	1.7	±0.4	
USAFR	93	±5	NR	NR	23	3	0	±12	1.8	±0.3	
Enlisted	77	±10	38	26	30	5	1	±14	2.1	±0.3	
Officers	88	±5	40	35	21	3	1	±18	1.9	±0.3	
ASIAN	80	±4	28	22	39	9	2	±6	2.4	±0.2	
ARNG	79	±9	19	18	48	10	NR	±12	2.6	±0.3	
USAR	78	±6	28	26	34	11	1	±11	2.3	±0.2	
USNR	83	±5	35	21	31	12	1	±14	2.2	±0.3	
USMCR	77	±12	22	27	38	10	3	±17	2.4	±0.3	
ANG	80	±4	33	23	39	5	1	±6	2.2	±0.1	
USAFR	82	±12	42	18	35	4	1	±16	2.0	±0.3	
Enlisted	78	±5	28	21	39	9	3	±7	2.4	±0.2	
Officers	87	±4	26	26	37	9	2	±6	2.3	±0.2	
NHPI	78	±8	30	31	31	5	3	±15	2.2	±0.2	
ARNG	90	±9	NR	NR	NR	NR	1	±4	1.9	±0.4	
USAR	76	±5	27	24	34	10	NR	±10	2.4	±0.3	
USNR	48	±36	22	31	NR	NR	1	±18	2.3	±0.3	
ANG	64	±26	27	24	38	8	NR	±17	2.4	±0.3	
USAFR	84	±7	26	14	47	10	3	±12	2.5	±0.3	
Enlisted	78	±9	30	31	31	5	3	±17	2.2	±0.3	
Officers	82	±13	NR	NR	NR	3	1	±4	2.1	±0.4	
TWO OR MORE RACES	86	±6	42	27	28	3	1	±10	2.0	±0.2	
ARNG	87	±8	NR	31	27	1	2	±18	1.9	±0.3	
USAR	83	±16	NR	NR	NR	5	1	±6	1.8	±0.4	
USNR	90	±6	NR	17	32	7	2	±14	2.1	±0.4	
USMCR	89	±12	NR	7	NR	5	1	±11	NR		
ANG	81	±16	NR	NR	22	3	1	±12	1.9	±0.3	
USAFR	88	±11	NR	12	NR	2	1	±7	2.1	±0.4	
Enlisted	85	±7	43	25	28	2	2	±12	1.9	±0.2	
Officers	91	±5	35	34	26	5	0	±12	2.0	±0.2	
USCGR	91	±3	31	25	36	6	2	±4	2.2	±0.1	
White	92	±3	31	26	35	6	1	±5	2.2	±0.1	
Black	86	±10	34	23	25	15	NR	±16	2.3	±0.4	
Hispanic	91	±6	33	13	43	7	4	±12	2.4	±0.3	
Other Race/Ethnicity	90	±7	22	28	43	5	NR	±10	2.4	±0.2	
Enlisted	91	±3	31	25	36	7	2	±5	2.2	±0.1	
E1 – E4	89	±5	34	21	35	8	2	±8	2.2	±0.2	
E5 – E9	92	±3	29	28	37	6	1	±5	2.2	±0.1	
Officers	92	±4	31	23	38	6	2	±7	2.2	±0.2	

NR: Not reportable

**95. How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world?**

**a. Promotion opportunities**

1. Much better as a civilian  
4. Better in the military

2. Better as a civilian  
5. Much better in the military

3. No difference

	Percent Responding		Percentages					Max ME
			1	2	3	4	5	
TOTAL DOD	88	±1	3	7	57	21	12	±2
ARNG	87	±2	4	7	59	19	11	±3
USAR	87	±2	3	7	52	24	14	±3
USNR	92	±2	4	8	55	22	11	±4
USMCR	87	±3	5	10	58	18	9	±5
ANG	90	±3	2	5	62	21	10	±4
USAFR	90	±3	2	7	53	26	12	±4
Enlisted	87	±2	4	7	57	20	12	±2
E1 – E4	87	±2	5	8	59	17	11	±3
E5 – E9	87	±2	3	7	55	22	12	±3
Officers	92	±1	2	6	55	25	12	±2
O1 – O3	90	±2	2	7	57	23	11	±3
O4 – O6	94	±2	2	6	54	26	12	±3
Male	88	±1	3	7	57	21	12	±2
Female	86	±2	4	7	56	21	12	±3
AGR/FTS/AR	86	±3	2	6	52	26	15	±5
Other Selected Reserve	88	±1	4	7	57	21	11	±2
Reserve Unit	88	±1	4	7	57	20	11	±2
Military Technician	90	±3	1	5	58	23	12	±5
IMA	92	±3	2	7	53	25	12	±6
Not Activated Past 12 Months	89	±1	3	7	57	21	11	±2
Activated Past 12 Months	86	±3	3	8	59	18	11	±4
Not Deployed Past 12 Months	89	±1	3	7	57	22	11	±2
Deployed Past 12 Months	84	±2	3	8	57	18	13	±3
Deployed OIF/OEF	83	±3	3	8	58	19	12	±4
WHITE	89	±2	3	7	63	18	10	±2
ARNG	88	±2	3	7	64	16	10	±3
USAR	88	±3	3	8	61	18	11	±5
USNR	94	±3	2	7	62	20	9	±6
USMCR	88	±4	6	9	63	14	7	±7
ANG	91	±3	2	4	66	18	10	±5
USAFR	91	±4	2	6	59	23	10	±6
Enlisted	88	±2	3	7	64	17	10	±3
E1 – E4	89	±3	4	7	66	14	9	±4
E5 – E9	88	±2	2	7	62	19	10	±3
Officers	93	±2	2	6	61	22	10	±3
BLACK	83	±2	5	9	36	32	18	±3
ARNG	82	±4	7	9	36	30	18	±5
USAR	83	±3	3	7	37	33	20	±5
USNR	84	±4	5	12	38	31	14	±4
USMCR	78	±8	3	10	36	33	19	±10
ANG	85	±3	3	12	38	34	13	±4
USAFR	86	±2	3	9	35	35	17	±3
Enlisted	83	±2	5	9	38	31	18	±3
E1 – E4	81	±4	7	9	39	25	19	±5
E5 – E9	84	±2	4	9	36	35	17	±3
Officers	87	±3	3	9	28	40	21	±3

Note. Percent responding are Reserve component members who answered the question.

95a. Continued	Percent Responding		Percentages					Max ME
			1	2	3	4	5	
HISPANIC	85	±3	6	9	44	26	15	±4
ARNG	82	±5	6	10	45	23	15	±7
USAR	85	±4	7	7	39	31	17	±6
USNR	89	±5	7	11	46	24	13	±8
USMCR	87	±6	4	13	47	24	12	±9
ANG	88	±6	3	9	51	27	10	±8
USAFR	90	±5	3	10	46	29	12	±10
Enlisted	84	±3	6	9	45	26	14	±4
E1 – E4	83	±4	7	11	45	25	12	±6
E5 – E9	85	±4	5	8	45	26	17	±5
Officers	90	±3	4	9	38	33	17	±5
AIAN	78	±10	2	7	52	22	17	±11
ARNG	79	±14	2	8	NR	21	17	±16
USAR	82	±17	3	2	NR	NR	NR	±3
USNR	79	±28	1	NR	30	20	NR	±15
ANG	60	±34	3	2	NR	NR	11	±11
USAFR	94	±5	5	2	NR	NR	9	±9
Enlisted	77	±11	2	7	55	20	17	±13
Officers	94	±3	3	8	30	37	NR	±16
ASIAN	86	±4	7	8	49	27	10	±5
ARNG	82	±10	12	6	54	20	8	±14
USAR	87	±4	4	8	42	36	10	±11
USNR	91	±4	9	7	41	32	11	±14
USMCR	82	±12	6	NR	49	22	7	±16
ANG	91	±3	1	6	59	26	8	±5
USAFR	85	±12	3	7	54	20	17	±18
Enlisted	84	±5	7	7	48	28	9	±6
Officers	92	±3	4	8	52	22	13	±6
NHPI	87	±6	2	3	44	26	26	±14
ARNG	93	±8	1	1	NR	NR	NR	±5
USAR	85	±4	3	3	52	22	19	±8
USNR	56	±41	3	12	NR	28	7	±17
ANG	89	±7	0	2	NR	18	NR	±14
USAFR	87	±8	2	6	44	26	22	±12
Enlisted	87	±6	2	3	42	26	27	±16
Officers	92	±5	0	1	NR	NR	13	±10
TWO OR MORE RACES	89	±5	2	12	60	18	9	±9
ARNG	85	±10	0	13	65	12	10	±17
USAR	94	±5	2	NR	NR	NR	9	±11
USNR	91	±6	8	5	NR	21	13	±13
USMCR	89	±12	3	1	NR	NR	1	±7
ANG	90	±10	2	5	NR	NR	8	±6
USAFR	90	±11	1	NR	NR	NR	7	±8
Enlisted	89	±6	1	12	62	16	8	±11
Officers	90	±6	5	6	46	28	15	±12
USCGR	94	±2	4	6	59	22	9	±4
White	95	±3	4	6	61	21	7	±5
Black	94	±6	NR	NR	43	33	22	±15
Hispanic	92	±6	3	6	51	23	17	±11
Other Race/Ethnicity	94	±6	5	6	59	18	13	±9
Enlisted	94	±3	4	6	60	22	9	±5
E1 – E4	93	±4	5	5	65	17	8	±8
E5 – E9	96	±2	2	6	57	26	9	±5
Officers	93	±4	4	7	54	22	12	±7

NR: Not reportable

**95. How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world?**

**b. Pay and benefits**

1. Much better as a civilian  
4. Better in the military

2. Better as a civilian  
5. Much better in the military

3. No difference

	Percent Responding		Percentages					Max ME
			1	2	3	4	5	
<b>TOTAL DOD</b>	87	±1	6	10	52	20	11	±2
ARNG	86	±2	5	10	53	20	12	±3
USAR	87	±2	7	11	46	22	13	±3
USNR	92	±2	6	14	54	17	8	±4
USMCR	86	±3	9	11	58	17	6	±5
ANG	89	±3	4	8	57	21	10	±4
USAFR	89	±3	6	10	52	21	10	±4
Enlisted	87	±2	6	10	52	20	12	±2
E1 – E4	87	±2	7	9	54	18	12	±3
E5 – E9	87	±2	5	11	51	22	12	±3
Officers	92	±1	5	13	51	22	10	±2
O1 – O3	89	±2	5	13	52	21	10	±3
O4 – O6	94	±2	5	13	50	22	10	±3
Male	88	±1	6	11	52	20	11	±2
Female	86	±2	4	8	51	23	14	±3
AGR/FTS/AR	86	±3	2	9	48	26	15	±5
Other Selected Reserve	88	±1	6	11	53	20	11	±2
Reserve Unit	88	±1	6	11	53	20	11	±2
Military Technician	90	±3	3	7	55	23	11	±5
IMA	92	±3	6	13	51	20	10	±6
Not Activated Past 12 Months	89	±1	6	11	53	19	10	±2
Activated Past 12 Months	87	±3	6	9	54	20	11	±4
Not Deployed Past 12 Months	89	±1	6	11	52	20	11	±2
Deployed Past 12 Months	84	±2	6	9	51	20	14	±3
Deployed OIF/OEF	83	±3	5	9	53	19	13	±4
<b>WHITE</b>	89	±2	5	10	59	17	9	±2
ARNG	88	±2	5	9	59	17	10	±4
USAR	88	±3	7	11	54	17	10	±5
USNR	95	±3	3	13	62	15	7	±5
USMCR	88	±4	9	10	61	16	4	±7
ANG	90	±3	4	7	61	18	9	±5
USAFR	91	±4	5	10	59	19	7	±6
Enlisted	88	±2	5	9	59	17	9	±3
E1 – E4	89	±3	7	8	60	15	10	±4
E5 – E9	88	±2	4	10	59	18	9	±3
Officers	93	±2	4	13	55	19	9	±3
<b>BLACK</b>	83	±2	7	14	31	30	18	±3
ARNG	82	±4	6	14	28	31	20	±5
USAR	83	±3	7	13	32	30	18	±5
USNR	84	±4	8	18	32	28	13	±5
USMCR	78	±8	10	13	39	22	16	±10
ANG	85	±3	6	16	31	35	13	±4
USAFR	85	±2	6	15	31	31	16	±3
Enlisted	82	±2	7	15	31	29	18	±3
E1 – E4	81	±4	8	14	35	25	18	±5
E5 – E9	84	±2	6	15	29	32	18	±3
Officers	87	±3	5	13	25	39	17	±4

Note. Percent responding are Reserve component members who answered the question.

95b. Continued	Percent Responding		Percentages					Max ME
			1	2	3	4	5	
HISPANIC	85	±3	8	11	39	26	16	±4
ARNG	82	±5	7	10	39	25	19	±7
USAR	85	±4	9	11	34	30	17	±6
USNR	89	±5	13	14	45	19	9	±8
USMCR	86	±6	7	11	49	22	11	±9
ANG	87	±6	3	11	43	32	11	±9
USAFR	90	±5	8	11	39	26	16	±10
Enlisted	84	±3	8	11	40	25	16	±4
E1 – E4	83	±4	9	10	40	25	16	±6
E5 – E9	85	±4	7	11	40	26	16	±5
Officers	89	±3	6	15	34	30	15	±5
AIAN	78	±10	5	7	57	17	14	±11
ARNG	79	±14	2	8	NR	16	19	±16
USAR	82	±17	NR	3	NR	NR	6	±5
USNR	79	±28	3	17	NR	10	11	±17
ANG	59	±34	4	4	NR	13	10	±12
USAFR	93	±5	2	9	NR	NR	8	±9
Enlisted	76	±11	6	6	59	15	14	±13
Officers	94	±3	2	11	47	28	12	±15
ASIAN	85	±4	11	10	46	23	10	±5
ARNG	82	±10	15	7	49	21	7	±12
USAR	86	±4	10	10	37	34	9	±12
USNR	90	±4	11	15	42	18	14	±12
USMCR	82	±12	10	20	54	11	6	±17
ANG	90	±3	2	9	56	25	9	±5
USAFR	85	±12	7	8	51	16	17	±18
Enlisted	84	±5	11	10	45	24	10	±6
Officers	91	±3	10	12	49	19	10	±6
NHPI	87	±6	4	11	28	33	23	±15
ARNG	93	±8	1	NR	16	NR	NR	±14
USAR	85	±4	7	6	41	26	20	±9
USNR	56	±41	7	10	48	28	7	±17
ANG	89	±7	NR	NR	29	18	NR	±18
USAFR	87	±8	10	6	37	21	26	±12
Enlisted	87	±6	5	NR	27	34	24	±15
Officers	92	±5	1	NR	NR	NR	15	±10
TWO OR MORE RACES	89	±5	6	10	54	17	13	±10
ARNG	85	±10	2	NR	NR	17	15	±17
USAR	95	±4	3	NR	NR	NR	NR	±5
USNR	89	±6	6	8	63	11	11	±14
USMCR	89	±12	5	5	NR	7	2	±11
ANG	90	±10	3	5	NR	NR	9	±6
USAFR	90	±11	NR	5	NR	15	4	±11
Enlisted	88	±6	5	11	55	16	13	±11
Officers	92	±5	8	8	50	23	12	±11
USCGR	94	±2	6	13	56	18	7	±4
White	94	±3	6	14	58	17	5	±5
Black	94	±6	NR	9	35	39	17	±15
Hispanic	92	±6	10	14	46	16	13	±11
Other Race/Ethnicity	94	±6	5	9	59	12	14	±9
Enlisted	94	±3	6	13	57	17	6	±5
E1 – E4	93	±4	6	14	59	14	7	±8
E5 – E9	95	±3	5	13	56	20	6	±5
Officers	93	±4	7	13	50	19	11	±7

NR: Not reportable

**95. How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world?**

**c. Fair performance evaluations**

1. Much better as a civilian  
4. Better in the military

2. Better as a civilian  
5. Much better in the military

3. No difference

	Percent Responding		Percentages					Max ME
			1	2	3	4	5	
<b>TOTAL DOD</b>	87	±1	2	6	62	20	10	±2
ARNG	86	±2	3	6	62	19	10	±3
USAR	87	±2	3	7	58	22	11	±3
USNR	91	±2	4	7	60	21	8	±4
USMCR	85	±4	4	8	65	17	6	±5
ANG	89	±3	1	3	68	19	8	±4
USAFR	89	±3	2	4	61	24	9	±4
Enlisted	86	±2	3	6	62	20	10	±2
E1 – E4	86	±2	3	7	63	17	10	±3
E5 – E9	86	±2	2	5	61	21	10	±3
Officers	92	±1	1	5	62	23	9	±2
O1 – O3	89	±2	2	5	63	21	9	±3
O4 – O6	94	±2	1	4	61	25	9	±3
Male	87	±1	2	6	62	20	10	±2
Female	86	±2	3	7	61	20	10	±3
AGR/FTS/AR	85	±3	1	4	58	24	12	±4
Other Selected Reserve	87	±1	3	6	62	20	10	±2
Reserve Unit	87	±1	3	6	62	20	10	±2
Military Technician	90	±3	1	4	61	23	10	±5
IMA	92	±3	2	4	61	24	9	±6
Not Activated Past 12 Months	89	±2	3	5	63	20	9	±2
Activated Past 12 Months	86	±3	2	6	65	17	9	±4
Not Deployed Past 12 Months	88	±1	2	6	62	21	9	±2
Deployed Past 12 Months	84	±2	3	6	61	19	11	±3
Deployed OIF/OEF	83	±3	2	7	62	18	11	±4
<b>WHITE</b>	89	±2	2	5	67	17	8	±2
ARNG	88	±2	2	5	68	16	9	±3
USAR	88	±3	2	7	66	17	9	±5
USNR	94	±3	2	6	66	19	7	±5
USMCR	87	±4	4	8	67	15	5	±7
ANG	90	±3	1	3	71	17	8	±5
USAFR	89	±4	1	3	65	23	7	±6
Enlisted	88	±2	2	5	68	16	9	±3
E1 – E4	88	±3	3	6	70	13	9	±4
E5 – E9	88	±2	2	4	66	19	8	±3
Officers	93	±2	1	4	66	21	8	±3
<b>BLACK</b>	82	±2	3	9	45	27	15	±3
ARNG	81	±4	5	10	42	27	16	±5
USAR	83	±3	2	9	46	27	15	±5
USNR	84	±4	5	10	49	25	11	±4
USMCR	76	±8	2	8	47	27	16	±9
ANG	85	±3	2	9	47	32	10	±4
USAFR	85	±2	2	8	46	29	14	±3
Enlisted	82	±2	4	10	45	27	15	±3
E1 – E4	80	±4	5	10	46	23	16	±5
E5 – E9	84	±2	3	9	45	29	14	±3
Officers	86	±3	2	8	42	34	13	±3

Note. Percent responding are Reserve component members who answered the question.

95c. Continued	Percent Responding		Percentages					Max ME
			1	2	3	4	5	
HISPANIC	84	±3	4	8	50	26	12	±4
ARNG	81	±5	3	10	48	25	14	±7
USAR	85	±4	5	8	44	28	15	±6
USNR	89	±5	7	7	52	25	10	±8
USMCR	84	±6	4	9	58	22	7	±9
ANG	87	±6	2	2	58	30	8	±9
USAFR	90	±5	2	6	56	25	12	±9
Enlisted	84	±3	4	8	50	26	12	±4
E1 – E4	83	±4	5	9	48	27	11	±6
E5 – E9	84	±4	4	7	51	25	13	±5
Officers	90	±3	2	7	47	30	13	±5
AIAN	78	±10	1	3	62	24	10	±11
ARNG	79	±14	2	3	59	24	13	±17
USAR	82	±17	2	1	NR	NR	4	±4
USNR	79	±28	2	6	NR	NR	10	±9
ANG	59	±34	0	2	NR	13	10	±12
USAFR	93	±5	0	4	NR	NR	9	±7
Enlisted	77	±11	1	2	64	22	10	±12
Officers	94	±3	2	7	43	38	10	±17
ASIAN	85	±4	5	6	56	24	8	±5
ARNG	82	±10	9	6	63	17	6	±13
USAR	86	±4	4	7	46	35	8	±11
USNR	90	±4	NR	7	48	28	9	±11
USMCR	82	±12	4	NR	65	15	4	±15
ANG	90	±3	1	4	65	22	8	±5
USAFR	85	±12	2	3	57	21	NR	±14
Enlisted	84	±5	6	6	56	24	8	±6
Officers	91	±3	4	8	56	23	10	±6
NHPI	87	±6	3	2	49	28	18	±12
ARNG	93	±8	1	0	NR	NR	NR	±5
USAR	85	±4	6	4	50	24	17	±10
USNR	54	±40	NR	6	59	30	4	±17
ANG	89	±7	0	3	NR	16	NR	±13
USAFR	87	±8	3	6	49	28	14	±12
Enlisted	86	±6	3	3	47	28	19	±13
Officers	92	±5	NR	2	NR	NR	12	±9
TWO OR MORE RACES	89	±5	2	6	59	23	10	±10
ARNG	85	±10	0	NR	NR	22	15	±17
USAR	95	±4	NR	3	NR	NR	11	±14
USNR	91	±6	NR	5	67	12	10	±14
USMCR	89	±12	2	1	NR	NR	1	±7
ANG	90	±10	1	NR	70	16	6	±16
USAFR	90	±11	1	NR	NR	16	3	±11
Enlisted	88	±6	2	5	59	22	11	±11
Officers	92	±5	2	9	56	27	6	±15
USCGR	94	±2	2	4	68	19	7	±4
White	94	±3	1	5	69	19	6	±5
Black	94	±6	NR	4	54	27	12	±15
Hispanic	92	±6	5	NR	63	22	10	±12
Other Race/Ethnicity	92	±6	3	7	66	17	7	±10
Enlisted	94	±3	2	4	69	20	6	±5
E1 – E4	91	±5	1	5	72	14	8	±8
E5 – E9	95	±2	2	3	66	24	5	±5
Officers	93	±4	1	7	63	19	9	±7

NR: Not reportable

**95. How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world?**

**d. Education and training opportunities**

1. Much better as a civilian  
4. Better in the military

2. Better as a civilian  
5. Much better in the military

3. No difference

	Percent Responding		Percentages					Max ME
			1	2	3	4	5	
TOTAL DOD	87	±1	3	5	52	25	14	±2
ARNG	86	±2	3	4	54	25	15	±3
USAR	87	±2	4	5	48	27	15	±3
USNR	91	±2	4	7	51	26	12	±4
USMCR	86	±3	5	11	60	17	8	±5
ANG	89	±3	2	3	56	24	14	±4
USAFR	89	±3	1	5	50	29	15	±4
Enlisted	87	±2	3	5	52	25	15	±2
E1 – E4	86	±2	4	4	54	23	15	±3
E5 – E9	87	±2	3	5	51	26	15	±3
Officers	92	±1	2	6	53	28	12	±2
O1 – O3	89	±2	2	7	53	26	12	±3
O4 – O6	94	±2	1	5	52	29	12	±3
Male	88	±1	3	5	53	25	14	±2
Female	86	±2	3	5	51	25	16	±3
AGR/FTS/AR	85	±3	1	3	47	31	18	±5
Other Selected Reserve	88	±1	3	5	53	25	14	±2
Reserve Unit	87	±1	3	5	53	25	14	±2
Military Technician	90	±3	1	4	53	26	16	±5
IMA	92	±3	2	4	51	29	15	±6
Not Activated Past 12 Months	89	±1	3	5	53	26	13	±2
Activated Past 12 Months	86	±3	3	4	56	23	13	±4
Not Deployed Past 12 Months	88	±1	3	5	53	26	14	±2
Deployed Past 12 Months	84	±2	3	5	52	25	15	±3
Deployed OIF/OEF	83	±3	2	6	53	25	14	±4
WHITE	89	±2	3	4	59	22	12	±2
ARNG	88	±2	3	3	60	22	12	±4
USAR	89	±3	3	5	57	22	13	±5
USNR	94	±3	3	6	59	22	10	±6
USMCR	87	±4	4	11	64	14	7	±7
ANG	90	±3	2	3	60	21	14	±5
USAFR	90	±4	1	4	54	28	13	±6
Enlisted	88	±2	3	4	59	21	13	±3
E1 – E4	89	±3	4	2	62	19	13	±4
E5 – E9	88	±2	2	5	57	23	13	±3
Officers	93	±2	1	5	57	26	10	±3
BLACK	83	±2	4	7	32	36	21	±3
ARNG	82	±4	4	7	30	37	22	±5
USAR	83	±3	4	7	34	35	19	±5
USNR	86	±3	5	8	33	34	19	±5
USMCR	76	±8	5	12	41	26	17	±10
ANG	85	±3	2	7	35	37	19	±4
USAFR	86	±2	3	6	32	38	22	±3
Enlisted	83	±2	4	7	33	36	21	±3
E1 – E4	80	±4	4	7	37	33	20	±5
E5 – E9	84	±2	4	8	31	37	21	±3
Officers	87	±3	3	7	29	40	20	±3

Note. Percent responding are Reserve component members who answered the question.



95d. Continued	Percent Responding		Percentages					Max ME
			1	2	3	4	5	
HISPANIC	85	±3	4	6	40	30	19	±4
ARNG	82	±5	3	5	42	28	23	±7
USAR	84	±4	7	7	34	33	20	±6
USNR	88	±5	6	8	37	33	16	±8
USMCR	86	±6	8	8	51	23	10	±9
ANG	87	±6	1	4	44	37	14	±9
USAFR	89	±5	2	5	46	29	18	±10
Enlisted	84	±3	5	6	41	30	19	±4
E1 – E4	83	±4	6	6	38	30	20	±6
E5 – E9	85	±4	4	5	43	30	18	±5
Officers	90	±3	4	7	36	33	20	±5
AIAN	78	±10	2	3	48	33	15	±12
ARNG	79	±14	1	3	NR	26	19	±16
USAR	82	±17	2	2	NR	NR	7	±6
USNR	79	±28	3	5	27	NR	18	±17
ANG	60	±34	2	1	NR	NR	12	±12
USAFR	94	±5	1	5	NR	NR	11	±8
Enlisted	77	±11	2	2	49	32	15	±13
Officers	94	±3	2	7	34	40	17	±17
ASIAN	85	±4	7	7	47	27	12	±5
ARNG	82	±10	12	5	49	24	9	±13
USAR	86	±4	5	8	41	36	10	±11
USNR	90	±4	NR	6	44	23	19	±10
USMCR	82	±12	6	NR	48	19	4	±14
ANG	90	±3	1	4	53	31	10	±5
USAFR	85	±12	2	6	52	19	20	±16
Enlisted	84	±5	7	7	46	28	12	±6
Officers	92	±3	5	9	51	23	12	±6
NHPI	87	±6	2	NR	29	36	26	±13
ARNG	93	±9	1	NR	15	NR	NR	±14
USAR	85	±4	3	5	41	26	25	±9
USNR	56	±41	NR	NR	56	29	12	±16
ANG	89	±7	0	2	30	NR	NR	±18
USAFR	87	±8	3	4	43	26	25	±11
Enlisted	87	±6	2	NR	28	35	27	±15
Officers	91	±5	1	1	NR	NR	15	±10
TWO OR MORE RACES	89	±5	1	4	50	31	14	±10
ARNG	85	±10	0	3	NR	32	15	±17
USAR	95	±4	2	3	NR	NR	NR	±5
USNR	90	±6	2	9	55	19	15	±16
USMCR	87	±12	1	2	NR	NR	4	±7
ANG	90	±10	2	2	NR	NR	11	±7
USAFR	90	±11	3	NR	NR	16	7	±10
Enlisted	88	±6	1	3	52	30	14	±11
Officers	92	±5	5	9	42	34	10	±12
USCGR	94	±2	3	5	57	25	10	±4
White	94	±3	3	6	59	24	8	±5
Black	91	±8	NR	NR	27	44	26	±15
Hispanic	92	±6	4	4	42	37	13	±12
Other Race/Ethnicity	94	±6	5	6	63	14	12	±9
Enlisted	94	±3	3	5	58	25	9	±5
E1 – E4	92	±4	5	4	60	21	11	±8
E5 – E9	95	±2	3	6	56	28	7	±5
Officers	92	±4	1	6	52	27	15	±7

NR: Not reportable

**95. How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world?**

**e. Quality of life**

1. Much better as a civilian  
4. Better in the military

2. Better as a civilian  
5. Much better in the military

3. No difference

	Percent Responding		Percentages					Max ME
			1	2	3	4	5	
<b>TOTAL DOD</b>	87	±1	5	10	55	19	11	±2
ARNG	86	±2	6	10	55	18	11	±3
USAR	86	±2	6	11	51	20	12	±3
USNR	91	±2	6	13	54	18	9	±4
USMCR	86	±3	8	12	60	15	5	±5
ANG	89	±3	2	7	59	22	9	±4
USAFR	89	±3	4	9	53	22	12	±4
Enlisted	86	±2	5	9	55	19	11	±2
E1 – E4	86	±2	7	7	56	18	11	±3
E5 – E9	86	±2	4	11	54	20	11	±3
Officers	92	±1	5	13	53	20	9	±2
O1 – O3	90	±2	6	13	53	19	9	±3
O4 – O6	94	±2	4	13	53	20	9	±3
Male	88	±1	6	10	55	19	10	±2
Female	85	±2	5	8	54	21	12	±3
AGR/FTS/AR	85	±3	3	7	49	28	14	±5
Other Selected Reserve	87	±1	6	10	55	19	10	±2
Reserve Unit	87	±1	6	10	55	19	10	±2
Military Technician	89	±3	2	7	54	24	12	±5
IMA	92	±3	5	11	52	20	11	±6
Not Activated Past 12 Months	89	±2	5	10	55	19	10	±2
Activated Past 12 Months	86	±3	5	10	57	17	11	±4
Not Deployed Past 12 Months	88	±1	5	10	55	20	10	±2
Deployed Past 12 Months	84	±2	5	11	54	18	12	±3
Deployed OIF/OEF	83	±3	5	12	55	17	11	±4
<b>WHITE</b>	89	±2	5	9	60	17	9	±2
ARNG	88	±2	6	8	61	15	10	±4
USAR	88	±3	6	11	58	16	9	±5
USNR	93	±3	5	13	59	16	7	±6
USMCR	88	±4	8	11	63	14	4	±7
ANG	90	±3	2	6	63	20	9	±5
USAFR	90	±4	4	9	57	20	10	±6
Enlisted	88	±2	5	8	61	16	9	±3
E1 – E4	89	±3	7	6	62	15	10	±4
E5 – E9	87	±2	4	10	60	18	9	±3
Officers	93	±2	4	13	58	18	7	±3
<b>BLACK</b>	83	±2	5	13	36	29	17	±3
ARNG	82	±4	5	14	34	28	18	±5
USAR	83	±3	5	12	36	29	17	±5
USNR	84	±4	6	14	38	28	14	±5
USMCR	76	±8	7	21	36	22	14	±11
ANG	85	±3	3	12	38	33	14	±4
USAFR	85	±2	4	11	36	32	17	±3
Enlisted	82	±2	5	13	36	29	17	±3
E1 – E4	80	±4	6	11	38	27	18	±5
E5 – E9	84	±2	5	14	35	29	17	±3
Officers	87	±3	6	13	34	33	14	±3

Note. Percent responding are Reserve component members who answered the question.

95e. Continued	Percent Responding		Percentages					Max ME
			1	2	3	4	5	
HISPANIC	85	±3	7	11	44	25	14	±4
ARNG	81	±5	6	11	41	27	14	±7
USAR	85	±4	8	10	41	24	16	±6
USNR	88	±5	11	14	43	23	10	±8
USMCR	85	±6	9	12	57	16	6	±9
ANG	87	±6	3	6	47	31	12	±9
USAFR	90	±5	3	11	47	23	16	±9
Enlisted	84	±3	7	10	44	25	13	±4
E1 – E4	83	±4	8	9	44	28	12	±6
E5 – E9	85	±4	6	12	44	23	15	±5
Officers	89	±3	7	13	38	25	16	±5
AIAN	78	±10	4	8	60	19	10	±11
ARNG	79	±14	2	9	63	15	11	±16
USAR	80	±18	3	5	NR	NR	5	±5
USNR	78	±28	NR	NR	NR	11	13	±10
ANG	60	±34	2	NR	NR	NR	11	±11
USAFR	94	±5	4	3	43	NR	11	±16
Enlisted	76	±11	4	6	62	19	10	±12
Officers	94	±3	3	23	41	25	8	±18
ASIAN	85	±4	10	12	48	21	8	±5
ARNG	82	±10	15	11	52	16	6	±12
USAR	86	±4	10	14	40	29	8	±13
USNR	90	±4	12	11	48	19	9	±12
USMCR	82	±12	7	21	51	17	3	±18
ANG	91	±3	2	8	57	26	8	±5
USAFR	85	±12	5	12	52	16	NR	±14
Enlisted	84	±5	10	11	49	22	8	±6
Officers	91	±3	9	18	47	17	8	±6
NHPI	87	±6	3	10	38	28	22	±16
ARNG	93	±8	2	NR	NR	NR	NR	±5
USAR	84	±4	3	6	46	27	18	±8
USNR	56	±41	3	4	53	32	8	±17
ANG	89	±7	0	NR	30	18	NR	±18
USAFR	87	±8	7	8	41	27	16	±12
Enlisted	87	±6	3	NR	37	28	23	±13
Officers	91	±5	NR	NR	NR	NR	14	±10
TWO OR MORE RACES	88	±5	4	8	62	17	8	±9
ARNG	85	±10	2	NR	62	17	8	±17
USAR	89	±12	4	3	70	11	12	±18
USNR	90	±6	3	13	59	13	11	±15
USMCR	89	±12	4	2	NR	NR	2	±8
ANG	90	±10	4	9	NR	NR	7	±15
USAFR	90	±11	NR	3	NR	17	4	±11
Enlisted	87	±6	3	7	66	16	9	±10
Officers	91	±5	11	16	43	25	6	±13
USCGR	94	±2	5	13	58	18	5	±4
White	94	±3	4	15	61	16	4	±5
Black	92	±7	NR	5	35	39	18	±16
Hispanic	92	±6	9	11	41	29	10	±12
Other Race/Ethnicity	94	±6	6	7	60	20	7	±9
Enlisted	94	±3	5	13	59	18	5	±5
E1 – E4	93	±4	4	14	63	13	6	±8
E5 – E9	95	±3	5	13	56	22	5	±5
Officers	93	±4	4	14	54	21	6	±7

NR: Not reportable

**95. How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world?**

**f. Fair administration of criminal justice**

1. Much better as a civilian  
4. Better in the military

2. Better as a civilian  
5. Much better in the military

3. No difference

	Percent Responding		Percentages					Max ME
			1	2	3	4	5	
<b>TOTAL DOD</b>	87	±1	3	5	62	19	11	±2
ARNG	86	±2	4	5	62	18	12	±3
USAR	86	±2	3	6	60	19	12	±3
USNR	91	±2	3	6	61	21	10	±4
USMCR	86	±3	3	7	67	15	7	±5
ANG	89	±3	1	4	65	21	9	±4
USAFR	89	±3	2	5	59	24	10	±4
Enlisted	86	±2	3	5	62	18	11	±2
E1 – E4	86	±2	4	5	64	17	11	±3
E5 – E9	86	±2	3	5	61	20	11	±3
Officers	92	±1	2	5	61	23	10	±2
O1 – O3	89	±2	2	5	62	21	9	±3
O4 – O6	94	±2	1	4	60	24	11	±3
Male	87	±1	3	5	62	19	11	±2
Female	85	±2	3	5	61	22	10	±3
AGR/FTS/AR	85	±3	2	4	57	24	13	±4
Other Selected Reserve	87	±1	3	5	62	19	11	±2
Reserve Unit	87	±1	3	5	62	19	11	±2
Military Technician	89	±3	2	5	61	23	10	±5
IMA	92	±3	3	5	58	23	11	±6
Not Activated Past 12 Months	89	±2	3	5	63	19	10	±2
Activated Past 12 Months	86	±3	3	6	64	17	11	±4
Not Deployed Past 12 Months	88	±1	3	5	62	20	10	±2
Deployed Past 12 Months	83	±3	3	6	60	18	13	±3
Deployed OIF/OEF	82	±3	3	7	62	16	12	±4
<b>WHITE</b>	89	±2	2	5	66	17	10	±2
ARNG	88	±2	3	4	66	16	11	±3
USAR	88	±3	3	6	66	15	11	±5
USNR	94	±3	1	5	67	18	8	±5
USMCR	88	±4	3	6	71	14	6	±6
ANG	90	±3	1	4	67	19	9	±5
USAFR	89	±4	2	4	63	24	8	±6
Enlisted	88	±2	3	5	67	16	10	±3
E1 – E4	89	±3	3	5	69	14	10	±4
E5 – E9	87	±2	3	5	65	17	10	±3
Officers	92	±2	1	4	64	21	9	±3
<b>BLACK</b>	83	±2	4	7	48	27	15	±3
ARNG	82	±4	5	7	47	25	15	±5
USAR	82	±4	2	6	49	26	16	±5
USNR	84	±4	4	6	49	28	13	±4
USMCR	77	±8	4	7	46	26	17	±9
ANG	85	±3	2	6	47	32	13	±4
USAFR	85	±2	3	6	44	32	15	±3
Enlisted	82	±2	4	7	48	26	15	±3
E1 – E4	80	±4	6	6	50	22	16	±5
E5 – E9	83	±2	2	7	47	29	15	±3
Officers	87	±3	2	6	44	34	14	±4

Note. Percent responding are Reserve component members who answered the question.

95f. Continued	Percent Responding		Percentages					Max ME
			1	2	3	4	5	
HISPANIC	84	±3	5	5	51	23	14	±4
ARNG	81	±5	6	6	48	24	17	±7
USAR	85	±4	6	5	50	23	15	±6
USNR	89	±5	5	8	52	25	11	±8
USMCR	86	±6	3	5	63	20	9	±9
ANG	87	±6	2	3	58	27	10	±8
USAFR	90	±5	5	7	51	22	15	±10
Enlisted	84	±3	6	5	52	23	14	±4
E1 – E4	83	±4	6	5	51	25	13	±6
E5 – E9	84	±4	5	6	52	22	15	±5
Officers	90	±3	3	7	48	25	16	±5
AIAN	78	±10	2	2	64	21	10	±11
ARNG	79	±14	1	2	69	15	13	±15
USAR	82	±17	1	3	NR	NR	4	±5
USNR	79	±28	NR	5	NR	21	13	±17
ANG	59	±34	1	2	NR	13	8	±12
USAFR	93	±5	1	4	NR	NR	8	±7
Enlisted	76	±11	2	2	66	19	10	±12
Officers	94	±3	2	5	49	32	12	±16
ASIAN	84	±4	5	7	57	22	9	±5
ARNG	78	±11	7	8	64	14	7	±14
USAR	86	±4	5	7	52	29	7	±11
USNR	90	±4	NR	4	47	31	11	±12
USMCR	82	±12	0	NR	60	11	6	±16
ANG	90	±3	1	4	64	25	7	±5
USAFR	85	±12	2	3	62	16	NR	±14
Enlisted	83	±5	5	8	57	22	8	±6
Officers	91	±3	4	6	59	22	9	±6
NHPI	86	±6	2	3	49	28	18	±13
ARNG	90	±10	2	1	NR	NR	14	±17
USAR	84	±4	2	6	58	19	15	±9
USNR	55	±41	NR	8	59	27	NR	±16
ANG	89	±7	0	3	NR	19	NR	±14
USAFR	87	±8	4	4	51	27	15	±12
Enlisted	85	±7	2	3	48	28	18	±15
Officers	91	±5	NR	2	NR	NR	12	±10
TWO OR MORE RACES	89	±5	4	5	65	18	8	±9
ARNG	85	±10	NR	1	69	18	NR	±17
USAR	95	±4	2	NR	NR	NR	11	±14
USNR	90	±6	2	7	59	21	11	±15
USMCR	87	±12	2	1	NR	NR	7	±11
ANG	89	±10	1	3	69	20	7	±16
USAFR	90	±11	3	NR	NR	NR	5	±10
Enlisted	88	±6	3	5	67	16	8	±11
Officers	91	±5	7	6	53	28	6	±12
USCGR	94	±2	2	7	66	17	7	±4
White	95	±3	2	7	70	16	5	±5
Black	94	±6	NR	NR	40	30	25	±15
Hispanic	92	±6	5	8	48	27	12	±12
Other Race/Ethnicity	94	±6	4	6	69	13	8	±9
Enlisted	94	±3	3	7	66	18	6	±5
E1 – E4	93	±4	2	8	67	14	8	±8
E5 – E9	96	±2	3	6	65	21	5	±5
Officers	93	±4	2	5	68	15	11	±7

NR: Not reportable

**95. How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world?**

**g. Chance to show pride in yourself**

1. Much better as a civilian  
4. Better in the military

2. Better as a civilian  
5. Much better in the military

3. No difference

	Percent Responding		Percentages					Max ME
			1	2	3	4	5	
<b>TOTAL DOD</b>	88	±1	2	4	53	24	17	±2
ARNG	86	±2	2	4	53	23	18	±3
USAR	87	±2	2	4	50	25	19	±3
USNR	92	±2	2	4	53	25	16	±4
USMCR	86	±3	2	4	58	23	12	±5
ANG	89	±3	1	2	57	24	16	±4
USAFR	90	±3	2	4	51	27	15	±4
Enlisted	87	±2	2	4	53	24	17	±2
E1 – E4	87	±2	3	4	55	20	18	±3
E5 – E9	87	±2	2	4	52	26	17	±3
Officers	92	±1	1	3	53	28	15	±2
O1 – O3	90	±2	1	4	55	26	15	±3
O4 – O6	94	±2	1	2	52	29	16	±3
Male	88	±1	2	4	53	25	17	±2
Female	86	±2	2	5	54	24	16	±3
AGR/FTS/AR	85	±3	2	2	46	30	20	±5
Other Selected Reserve	88	±1	2	4	54	24	17	±2
Reserve Unit	88	±1	2	4	54	24	17	±2
Military Technician	90	±3	0	4	52	25	18	±5
IMA	92	±3	2	2	54	25	17	±6
Not Activated Past 12 Months	89	±1	2	3	54	25	16	±2
Activated Past 12 Months	86	±3	2	5	55	22	16	±4
Not Deployed Past 12 Months	89	±1	2	4	53	25	17	±2
Deployed Past 12 Months	84	±2	2	4	54	22	18	±3
Deployed OIF/OEF	83	±3	2	5	54	23	17	±4
<b>WHITE</b>	89	±2	1	3	58	23	15	±2
ARNG	88	±2	2	4	57	21	15	±4
USAR	88	±3	1	3	58	23	16	±5
USNR	94	±3	1	3	59	24	13	±6
USMCR	88	±4	2	3	62	24	9	±7
ANG	90	±3	1	1	60	22	16	±5
USAFR	91	±4	2	3	54	27	14	±6
Enlisted	88	±2	2	3	58	21	15	±3
E1 – E4	89	±3	2	3	60	18	16	±4
E5 – E9	88	±2	1	3	57	24	14	±3
Officers	93	±2	1	2	56	27	14	±3
<b>BLACK</b>	83	±2	3	6	39	30	22	±3
ARNG	83	±4	4	6	36	31	24	±5
USAR	82	±3	3	5	41	28	23	±5
USNR	86	±3	3	5	44	27	22	±5
USMCR	77	±8	4	4	40	31	21	±10
ANG	85	±3	1	6	42	33	18	±4
USAFR	86	±2	2	4	40	32	21	±3
Enlisted	83	±2	3	6	40	29	22	±3
E1 – E4	80	±4	4	7	42	25	23	±5
E5 – E9	84	±2	3	5	38	32	22	±3
Officers	87	±3	2	5	38	33	22	±4

Note. Percent responding are Reserve component members who answered the question.

95g. Continued	Percent Responding		Percentages					Max ME
			1	2	3	4	5	
HISPANIC	85	±3	3	6	39	27	25	±4
ARNG	82	±5	2	7	37	25	28	±7
USAR	84	±5	4	5	35	30	25	±6
USNR	89	±5	5	6	42	27	21	±8
USMCR	86	±6	3	8	47	20	22	±9
ANG	87	±6	1	3	52	28	16	±8
USAFR	89	±5	1	8	40	31	20	±10
Enlisted	84	±3	3	6	39	27	25	±4
E1 – E4	83	±4	5	6	37	27	25	±6
E5 – E9	85	±4	2	6	41	27	24	±5
Officers	89	±3	2	6	39	29	24	±5
AIAN	78	±10	1	2	55	24	18	±11
ARNG	79	±14	1	2	62	18	17	±16
USAR	82	±17	1	1	NR	NR	NR	±2
USNR	79	±28	2	5	NR	18	20	±17
ANG	60	±34	1	3	NR	NR	12	±11
USAFR	94	±5	3	3	NR	NR	11	±8
Enlisted	77	±11	1	2	55	24	18	±13
Officers	94	±3	1	NR	51	23	20	±15
ASIAN	86	±4	5	5	51	26	14	±5
ARNG	82	±10	7	7	55	21	11	±13
USAR	86	±4	4	4	44	34	14	±10
USNR	90	±4	NR	5	42	29	19	±10
USMCR	82	±12	3	3	53	24	16	±16
ANG	91	±3	1	3	56	28	13	±5
USAFR	85	±12	1	3	62	20	13	±11
Enlisted	84	±5	5	5	51	26	13	±6
Officers	92	±3	3	4	49	28	16	±6
NHPI	87	±6	2	3	41	33	20	±14
ARNG	93	±8	1	NR	NR	NR	12	±15
USAR	84	±4	3	3	46	27	21	±8
USNR	52	±39	NR	NR	NR	25	16	±17
ANG	89	±7	NR	2	NR	19	NR	±15
USAFR	87	±8	4	6	44	27	18	±12
Enlisted	86	±6	2	3	40	35	20	±15
Officers	91	±5	1	2	NR	22	21	±17
TWO OR MORE RACES	89	±5	1	3	51	30	15	±10
ARNG	85	±10	0	1	NR	34	18	±18
USAR	95	±4	0	1	NR	NR	NR	±2
USNR	91	±6	1	5	57	19	17	±16
USMCR	89	±12	3	3	NR	NR	6	±9
ANG	90	±10	1	1	NR	NR	11	±7
USAFR	90	±11	1	NR	68	14	6	±18
Enlisted	88	±6	1	3	52	28	16	±11
Officers	91	±5	0	2	49	39	9	±12
USCGR	94	±2	2	4	59	24	11	±4
White	95	±3	1	4	60	25	10	±5
Black	94	±6	NR	NR	48	26	21	±15
Hispanic	92	±6	1	3	48	25	23	±11
Other Race/Ethnicity	94	±6	4	4	64	22	7	±9
Enlisted	94	±3	2	4	60	23	11	±5
E1 – E4	93	±4	3	5	63	16	13	±8
E5 – E9	96	±2	1	3	58	30	9	±5
Officers	93	±4	1	4	52	29	15	±7

NR: Not reportable

**95. How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world?**

**h. Chance to show pride in your race/ethnic group**

1. Much better as a civilian  
4. Better in the military

2. Better as a civilian  
5. Much better in the military

3. No difference

	Percent Responding		Percentages					Max ME
			1	2	3	4	5	
<b>TOTAL DOD</b>	88	±1	3	5	68	14	11	±2
ARNG	86	±2	3	5	68	13	11	±3
USAR	87	±2	3	5	66	14	12	±3
USNR	92	±2	2	6	68	13	10	±4
USMCR	86	±3	4	6	74	10	7	±5
ANG	89	±3	1	4	72	14	9	±4
USAFR	89	±3	2	6	66	16	9	±4
Enlisted	87	±2	3	5	68	13	11	±2
E1 – E4	87	±2	4	4	69	11	11	±3
E5 – E9	87	±2	2	5	67	15	11	±2
Officers	92	±1	1	5	69	16	8	±2
O1 – O3	90	±2	2	6	70	14	8	±3
O4 – O6	94	±2	1	5	69	16	9	±3
Male	88	±1	3	5	69	13	11	±2
Female	86	±2	3	6	66	15	10	±3
AGR/FTS/AR	86	±3	2	5	58	20	15	±4
Other Selected Reserve	88	±1	3	5	69	13	10	±2
Reserve Unit	88	±1	3	5	69	13	10	±2
Military Technician	90	±3	1	3	64	19	12	±5
IMA	92	±3	3	3	69	15	10	±5
Not Activated Past 12 Months	89	±1	2	5	69	14	10	±2
Activated Past 12 Months	86	±3	3	6	71	10	10	±4
Not Deployed Past 12 Months	89	±1	2	5	68	14	10	±2
Deployed Past 12 Months	84	±2	3	5	68	13	11	±3
Deployed OIF/OEF	83	±3	3	5	67	13	11	±4
<b>WHITE</b>	89	±2	2	4	74	11	9	±2
ARNG	88	±2	2	4	74	11	10	±3
USAR	88	±3	2	4	75	10	9	±4
USNR	94	±3	1	4	75	11	8	±5
USMCR	88	±4	3	4	79	9	6	±6
ANG	90	±3	1	3	75	13	8	±5
USAFR	90	±4	2	5	71	14	7	±6
Enlisted	88	±2	2	4	74	11	9	±3
E1 – E4	89	±3	3	3	76	8	10	±4
E5 – E9	88	±2	1	4	73	12	9	±3
Officers	93	±2	1	4	74	14	7	±3
<b>BLACK</b>	83	±2	4	9	52	20	16	±3
ARNG	83	±4	5	9	48	21	16	±5
USAR	83	±3	3	7	55	19	17	±5
USNR	86	±3	4	11	55	16	14	±5
USMCR	77	±8	6	14	53	15	13	±9
ANG	86	±3	3	12	52	21	12	±4
USAFR	85	±2	4	8	50	22	15	±3
Enlisted	83	±2	4	9	52	19	16	±3
E1 – E4	81	±4	5	9	53	16	17	±5
E5 – E9	84	±2	4	9	51	21	15	±3
Officers	87	±3	4	10	48	23	15	±3

Note. Percent responding are Reserve component members who answered the question.



95h. Continued	Percent Responding		Percentages					Max ME
			1	2	3	4	5	
HISPANIC	85	±3	5	6	53	19	16	±4
ARNG	82	±5	5	6	51	18	20	±7
USAR	85	±4	7	5	48	22	18	±6
USNR	89	±5	5	11	55	18	12	±8
USMCR	86	±6	6	9	64	12	10	±9
ANG	87	±6	3	3	63	21	10	±7
USAFR	89	±5	1	7	58	21	13	±9
Enlisted	84	±3	5	6	54	19	16	±4
E1 – E4	83	±4	7	4	54	20	14	±6
E5 – E9	85	±4	4	8	53	18	18	±5
Officers	89	±3	3	10	49	23	15	±5
AIAN	78	±10	1	4	62	21	12	±11
ARNG	79	±14	1	4	63	17	15	±16
USAR	82	±17	1	3	NR	NR	5	±5
USNR	79	±28	2	8	NR	9	16	±18
ANG	59	±34	2	4	NR	11	10	±10
USAFR	94	±5	4	3	NR	NR	7	±7
Enlisted	77	±11	1	3	63	21	11	±13
Officers	94	±3	1	14	53	18	14	±15
ASIAN	85	±4	5	8	59	18	9	±5
ARNG	82	±10	8	9	60	16	7	±13
USAR	87	±4	5	7	59	19	10	±8
USNR	90	±4	NR	7	53	20	13	±10
USMCR	82	±12	5	NR	56	10	7	±15
ANG	89	±4	1	5	62	21	10	±5
USAFR	85	±12	2	4	67	19	9	±11
Enlisted	84	±5	6	8	60	16	10	±6
Officers	91	±4	3	9	56	23	9	±6
NHPI	87	±6	2	5	53	22	19	±14
ARNG	93	±8	2	2	NR	NR	13	±16
USAR	84	±4	2	4	56	18	19	±8
USNR	54	±40	NR	NR	68	21	4	±16
ANG	89	±7	0	NR	NR	14	NR	±12
USAFR	85	±8	7	8	45	24	16	±11
Enlisted	86	±6	2	3	53	22	19	±15
Officers	91	±5	2	NR	NR	NR	12	±9
TWO OR MORE RACES	89	±5	4	6	71	14	5	±9
ARNG	85	±10	2	4	70	20	4	±18
USAR	95	±4	NR	6	NR	9	4	±13
USNR	91	±6	3	6	68	13	10	±13
USMCR	89	±12	3	3	NR	NR	NR	±7
ANG	90	±10	2	5	74	11	8	±13
USAFR	90	±11	2	NR	70	12	3	±18
Enlisted	89	±6	4	6	72	14	4	±10
Officers	92	±5	1	6	67	19	7	±10
USCGR	94	±2	2	6	76	11	5	±4
White	94	±3	1	6	80	9	4	±4
Black	94	±6	NR	16	45	22	15	±15
Hispanic	92	±6	4	3	60	18	16	±12
Other Race/Ethnicity	94	±6	4	8	69	14	5	±9
Enlisted	94	±3	2	6	77	11	5	±4
E1 – E4	92	±5	1	8	80	6	6	±7
E5 – E9	96	±2	2	5	76	14	3	±5
Officers	93	±4	2	6	69	13	10	±7

NR: Not reportable

**95. How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world?**

**i. Freedom from harassment**

1. Much better as a civilian  
4. Better in the military

2. Better as a civilian  
5. Much better in the military

3. No difference

	Percent Responding		Percentages					Max ME
			1	2	3	4	5	
TOTAL DOD	87	±1	1	3	63	22	11	±2
ARNG	86	±2	1	3	64	21	11	±3
USAR	87	±2	2	3	64	20	11	±3
USNR	92	±2	1	3	61	24	10	±4
USMCR	86	±3	1	4	68	19	8	±5
ANG	89	±3	1	2	64	23	11	±4
USAFR	89	±3	1	2	58	27	12	±4
Enlisted	87	±2	1	3	64	21	11	±2
E1 – E4	87	±2	2	3	67	18	11	±3
E5 – E9	87	±2	1	3	61	23	11	±3
Officers	92	±1	1	2	61	27	10	±2
O1 – O3	89	±2	1	3	63	24	9	±3
O4 – O6	94	±2	0	2	59	28	10	±3
Male	88	±1	1	3	63	22	11	±2
Female	86	±2	2	3	65	21	10	±3
AGR/FTS/AR	85	±3	1	2	53	30	14	±5
Other Selected Reserve	88	±1	1	3	64	21	11	±2
Reserve Unit	88	±1	1	3	64	21	11	±2
Military Technician	90	±3	1	2	60	27	11	±5
IMA	92	±3	1	1	61	24	13	±6
Not Activated Past 12 Months	89	±1	1	2	64	22	10	±2
Activated Past 12 Months	86	±3	2	3	65	18	12	±4
Not Deployed Past 12 Months	89	±1	1	2	63	23	10	±2
Deployed Past 12 Months	84	±2	2	4	63	19	12	±3
Deployed OIF/OEF	83	±3	2	4	63	19	12	±4
WHITE	89	±2	1	2	67	20	10	±2
ARNG	88	±2	1	2	67	20	10	±3
USAR	88	±3	1	3	70	16	11	±5
USNR	94	±3	0	3	65	23	9	±5
USMCR	88	±4	1	4	71	17	7	±7
ANG	90	±3	0	2	65	22	10	±5
USAFR	91	±4	0	1	61	25	12	±6
Enlisted	88	±2	1	2	68	19	10	±3
E1 – E4	89	±2	1	2	70	16	11	±4
E5 – E9	88	±2	1	3	65	21	10	±3
Officers	93	±2	0	2	64	26	9	±3
BLACK	83	±2	3	4	54	25	14	±3
ARNG	82	±4	3	4	54	24	14	±5
USAR	83	±3	3	4	56	24	13	±5
USNR	86	±3	2	3	57	25	13	±4
USMCR	77	±8	2	5	50	29	15	±9
ANG	85	±3	1	3	54	29	12	±4
USAFR	86	±2	1	4	48	31	16	±3
Enlisted	83	±2	3	4	55	24	14	±3
E1 – E4	80	±4	3	4	60	20	13	±5
E5 – E9	84	±2	2	4	52	27	15	±3
Officers	87	±3	1	4	50	32	13	±3

Note. Percent responding are Reserve component members who answered the question.

95i. Continued	Percent Responding		Percentages					Max ME
			1	2	3	4	5	
HISPANIC	85	±3	2	5	54	26	13	±4
ARNG	82	±5	2	5	56	23	14	±7
USAR	85	±4	3	5	50	27	14	±6
USNR	89	±5	3	6	54	26	11	±8
USMCR	86	±6	3	5	62	21	9	±9
ANG	87	±6	1	1	60	28	10	±8
USAFR	89	±5	1	2	51	31	16	±10
Enlisted	84	±3	2	5	55	25	13	±4
E1 – E4	83	±4	3	5	59	25	9	±6
E5 – E9	85	±4	2	4	53	25	16	±5
Officers	89	±3	2	5	45	31	17	±5
AIAN	78	±10	1	2	58	28	10	±12
ARNG	78	±14	1	2	58	26	13	±17
USAR	82	±17	1	3	NR	NR	4	±4
USNR	79	±28	0	2	NR	NR	17	±17
ANG	59	±34	0	2	NR	17	9	±15
USAFR	94	±5	0	1	NR	NR	9	±7
Enlisted	76	±11	1	2	60	28	10	±13
Officers	94	±3	0	9	46	31	14	±15
ASIAN	86	±4	4	4	57	27	8	±5
ARNG	82	±10	NR	6	61	21	6	±11
USAR	87	±4	4	4	56	28	7	±10
USNR	90	±4	NR	4	46	31	13	±11
USMCR	81	±12	2	4	59	NR	5	±16
ANG	91	±3	1	2	60	28	9	±5
USAFR	85	±12	1	1	58	29	10	±15
Enlisted	84	±5	4	5	57	26	8	±6
Officers	92	±3	3	3	57	27	10	±6
NHPI	87	±6	2	2	53	21	23	±12
ARNG	93	±8	1	NR	NR	NR	NR	±5
USAR	85	±4	2	4	59	19	17	±9
USNR	54	±40	NR	NR	69	27	4	±17
ANG	89	±7	0	2	NR	15	NR	±12
USAFR	86	±8	6	3	51	26	14	±12
Enlisted	87	±6	2	2	52	20	24	±13
Officers	90	±6	NR	1	NR	NR	9	±7
TWO OR MORE RACES	89	±5	0	3	66	23	7	±9
ARNG	85	±10	0	3	70	20	8	±18
USAR	95	±4	1	2	NR	NR	8	±11
USNR	91	±6	1	4	62	21	12	±15
USMCR	89	±12	NR	1	NR	NR	1	±7
ANG	90	±10	0	1	69	21	8	±15
USAFR	90	±11	0	NR	NR	NR	4	±4
Enlisted	89	±6	0	4	68	21	7	±10
Officers	91	±5	NR	2	58	31	7	±11
USCGR	94	±2	1	3	66	24	7	±4
White	94	±3	1	3	68	23	5	±5
Black	94	±6	NR	8	35	40	15	±15
Hispanic	92	±6	3	1	61	20	15	±12
Other Race/Ethnicity	94	±6	NR	3	68	21	5	±9
Enlisted	94	±3	1	3	66	24	6	±5
E1 – E4	92	±5	1	4	71	17	7	±8
E5 – E9	96	±2	1	2	62	29	5	±5
Officers	93	±4	1	0	65	23	10	±7

NR: Not reportable

**95. How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world?**

**j. Freedom from discrimination**

1. Much better as a civilian  
4. Better in the military

2. Better as a civilian  
5. Much better in the military

3. No difference

	Percent Responding		Percentages					Max ME
			1	2	3	4	5	
TOTAL DOD	87	±1	1	3	62	22	11	±2
ARNG	86	±2	2	3	63	22	11	±3
USAR	87	±2	2	3	62	21	12	±3
USNR	92	±2	1	3	60	25	10	±4
USMCR	86	±3	1	4	68	19	8	±5
ANG	88	±3	1	2	64	23	11	±4
USAFR	90	±3	1	1	59	26	13	±4
Enlisted	87	±2	1	3	63	21	11	±2
E1 – E4	87	±2	2	3	65	19	11	±3
E5 – E9	87	±2	1	3	62	23	11	±3
Officers	92	±1	1	2	59	28	10	±2
O1 – O3	89	±2	1	3	63	24	10	±3
O4 – O6	94	±2	0	2	58	29	11	±3
Male	88	±1	1	3	62	22	11	±2
Female	86	±2	1	3	64	22	10	±3
AGR/FTS/AR	85	±3	1	2	53	30	14	±5
Other Selected Reserve	88	±1	1	3	63	22	11	±2
Reserve Unit	87	±1	1	3	63	22	11	±2
Military Technician	90	±3	1	1	60	26	12	±5
IMA	92	±3	1	1	60	24	15	±6
Not Activated Past 12 Months	89	±1	1	3	63	22	10	±2
Activated Past 12 Months	86	±3	2	3	64	19	12	±4
Not Deployed Past 12 Months	89	±1	1	3	62	23	11	±2
Deployed Past 12 Months	84	±3	2	3	63	20	12	±3
Deployed OIF/OEF	83	±3	2	3	63	20	12	±4
WHITE	89	±2	1	2	66	21	10	±2
ARNG	88	±2	1	2	66	21	10	±3
USAR	88	±3	1	3	68	18	10	±5
USNR	94	±3	1	3	63	24	9	±5
USMCR	88	±4	1	4	71	16	8	±7
ANG	89	±3	1	1	66	21	11	±5
USAFR	91	±4	0	1	63	24	12	±6
Enlisted	88	±2	1	2	67	19	11	±3
E1 – E4	89	±3	1	2	68	18	11	±4
E5 – E9	87	±2	1	2	66	21	10	±3
Officers	92	±2	0	2	62	26	9	±3
BLACK	83	±2	3	4	53	26	14	±3
ARNG	82	±4	3	4	52	27	14	±5
USAR	83	±3	3	3	56	24	14	±5
USNR	86	±3	2	5	54	26	14	±6
USMCR	77	±8	2	4	48	31	15	±9
ANG	85	±3	1	3	54	29	12	±4
USAFR	86	±2	2	3	48	32	15	±3
Enlisted	83	±2	3	3	54	26	14	±3
E1 – E4	81	±4	3	4	57	21	14	±5
E5 – E9	84	±2	2	3	52	28	14	±3
Officers	87	±3	1	4	48	34	12	±3

Note. Percent responding are Reserve component members who answered the question.

95j. Continued	Percent Responding		Percentages					Max ME
			1	2	3	4	5	
HISPANIC	85	±3	2	5	54	26	13	±4
ARNG	81	±5	2	7	55	23	13	±7
USAR	85	±4	3	5	49	29	14	±6
USNR	89	±5	3	5	55	26	11	±8
USMCR	85	±6	3	4	62	21	9	±9
ANG	87	±6	1	1	60	28	10	±8
USAFR	89	±5	0	2	51	31	16	±10
Enlisted	84	±3	3	5	55	25	12	±4
E1 – E4	83	±4	3	4	58	26	8	±6
E5 – E9	85	±4	2	6	52	24	16	±5
Officers	88	±3	2	5	44	32	17	±5
AIAN	78	±10	1	5	56	27	11	±12
ARNG	79	±14	1	2	62	23	13	±17
USAR	82	±17	1	NR	NR	NR	7	±10
USNR	79	±28	1	1	NR	NR	18	±17
ANG	60	±34	1	3	NR	18	9	±15
USAFR	93	±5	0	1	NR	NR	10	±7
Enlisted	77	±11	1	NR	57	26	11	±13
Officers	94	±3	0	8	48	29	15	±15
ASIAN	86	±4	5	4	57	26	8	±5
ARNG	82	±10	8	6	59	20	6	±13
USAR	87	±4	4	4	55	30	8	±10
USNR	90	±4	NR	3	46	31	13	±11
USMCR	82	±12	2	6	66	21	6	±17
ANG	90	±3	1	3	60	28	9	±5
USAFR	86	±12	1	1	57	29	11	±15
Enlisted	84	±5	5	4	57	26	8	±6
Officers	91	±3	3	3	56	28	10	±6
NHPI	87	±6	2	1	52	23	22	±12
ARNG	93	±8	1	0	NR	NR	NR	±5
USAR	85	±4	2	3	59	20	16	±9
USNR	54	±40	NR	NR	69	27	4	±17
ANG	89	±7	0	2	NR	17	NR	±13
USAFR	87	±8	5	2	48	32	13	±12
Enlisted	87	±6	2	2	52	22	24	±13
Officers	91	±5	0	NR	NR	NR	9	±7
TWO OR MORE RACES	89	±5	0	3	63	25	9	±9
ARNG	85	±10	0	1	70	21	8	±18
USAR	94	±5	0	2	NR	NR	NR	±3
USNR	91	±6	1	3	62	23	11	±15
USMCR	89	±12	NR	1	NR	NR	3	±7
ANG	90	±10	0	3	NR	NR	9	±7
USAFR	90	±11	0	NR	NR	NR	4	±4
Enlisted	89	±6	0	3	64	25	8	±11
Officers	90	±6	0	3	59	26	12	±11
USCGR	94	±2	1	2	66	25	7	±4
White	94	±3	0	2	67	25	6	±5
Black	91	±8	NR	5	45	38	10	±15
Hispanic	92	±6	3	1	63	18	15	±12
Other Race/Ethnicity	94	±6	NR	4	66	21	6	±9
Enlisted	94	±3	1	3	66	25	6	±5
E1 – E4	92	±4	0	2	70	19	9	±8
E5 – E9	95	±3	1	3	62	29	5	±5
Officers	93	±4	0	1	66	23	10	±7

NR: Not reportable

**95. How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world?**

**k. Freedom from racist/extremist organizations, hate crimes, or gangs**

1. Much better as a civilian  
4. Better in the military

2. Better as a civilian  
5. Much better in the military

3. No difference

	Percent Responding		Percentages					Max ME
			1	2	3	4	5	
<b>TOTAL DOD</b>	87	±1	1	1	59	24	15	±2
ARNG	86	±2	1	1	60	23	15	±3
USAR	87	±2	2	2	57	25	16	±3
USNR	92	±2	1	2	57	26	14	±4
USMCR	86	±3	1	2	64	21	11	±5
ANG	89	±3	1	1	60	24	15	±4
USAFR	89	±3	0	1	54	28	16	±4
Enlisted	87	±2	1	1	59	23	15	±2
E1 – E4	87	±2	2	1	62	20	15	±3
E5 – E9	87	±2	1	1	57	26	15	±3
Officers	92	±1	1	1	55	30	13	±2
O1 – O3	89	±2	1	2	60	26	12	±3
O4 – O6	94	±2	0	1	53	31	14	±3
Male	88	±1	1	1	58	24	15	±2
Female	86	±2	1	1	60	25	13	±3
AGR/FTS/AR	85	±3	0	1	51	31	17	±5
Other Selected Reserve	88	±1	1	1	59	24	15	±2
Reserve Unit	87	±1	1	1	59	24	14	±2
Military Technician	90	±3	0	1	55	29	15	±5
IMA	92	±3	0	1	54	28	18	±6
Not Activated Past 12 Months	89	±1	1	1	59	25	14	±2
Activated Past 12 Months	86	±3	1	2	60	21	16	±4
Not Deployed Past 12 Months	89	±1	1	1	58	25	14	±2
Deployed Past 12 Months	84	±2	1	1	60	22	16	±3
Deployed OIF/OEF	83	±3	1	2	60	22	15	±4
<b>WHITE</b>	89	±2	0	1	63	22	14	±2
ARNG	88	±2	0	1	63	22	14	±3
USAR	88	±3	1	1	64	20	14	±5
USNR	94	±3	0	1	61	25	12	±6
USMCR	88	±4	1	3	67	20	9	±7
ANG	90	±3	1	0	62	22	14	±5
USAFR	91	±4	0	0	58	26	16	±6
Enlisted	88	±2	0	1	64	21	14	±3
E1 – E4	89	±3	0	1	67	17	15	±4
E5 – E9	88	±2	0	1	62	24	13	±3
Officers	93	±2	0	1	58	28	12	±3
<b>BLACK</b>	83	±2	2	2	46	31	19	±3
ARNG	82	±4	2	2	46	31	19	±5
USAR	83	±3	3	2	47	30	18	±5
USNR	84	±4	1	2	48	30	19	±4
USMCR	77	±8	2	3	47	28	21	±9
ANG	86	±3	1	3	43	36	18	±4
USAFR	85	±2	1	1	42	35	20	±3
Enlisted	82	±2	2	2	46	31	19	±3
E1 – E4	80	±4	3	2	49	26	19	±5
E5 – E9	84	±2	2	2	44	33	19	±3
Officers	87	±3	1	2	42	38	17	±3

Note. Percent responding are Reserve component members who answered the question.

95k. Continued	Percent Responding		Percentages					Max ME
			1	2	3	4	5	
HISPANIC	85	±3	2	3	51	27	17	±4
ARNG	82	±5	3	3	56	22	16	±7
USAR	85	±4	2	3	42	34	18	±6
USNR	89	±5	3	4	47	27	19	±8
USMCR	86	±6	2	1	61	23	14	±9
ANG	87	±6	1	1	55	26	17	±8
USAFR	90	±5	0	2	48	31	19	±10
Enlisted	84	±3	2	3	52	27	17	±4
E1 – E4	83	±4	3	3	54	29	11	±6
E5 – E9	85	±4	2	3	50	25	21	±5
Officers	89	±3	2	4	41	31	21	±5
AIAN	78	±10	NR	1	53	30	12	±12
ARNG	79	±14	1	1	NR	29	14	±18
USAR	81	±17	NR	2	NR	NR	6	±6
USNR	79	±28	1	0	NR	16	18	±17
ANG	60	±34	0	1	NR	NR	11	±11
USAFR	94	±5	0	0	NR	NR	14	±8
Enlisted	77	±11	NR	1	53	31	11	±14
Officers	94	±3	0	NR	48	29	18	±15
ASIAN	86	±4	5	2	55	25	13	±5
ARNG	82	±10	9	2	59	16	14	±15
USAR	87	±4	3	3	53	31	10	±10
USNR	90	±4	NR	2	45	31	16	±11
USMCR	82	±12	2	1	64	24	9	±16
ANG	90	±3	0	2	58	29	12	±5
USAFR	85	±12	1	1	55	30	14	±15
Enlisted	84	±5	5	2	55	25	12	±6
Officers	91	±3	2	2	54	28	14	±6
NHPI	87	±6	1	1	46	28	23	±14
ARNG	93	±8	1	0	NR	NR	NR	±5
USAR	83	±4	1	2	58	22	17	±9
USNR	54	±40	NR	NR	68	20	12	±17
ANG	89	±7	0	3	NR	15	NR	±13
USAFR	87	±8	NR	0	47	34	16	±12
Enlisted	86	±6	1	1	45	27	25	±16
Officers	91	±5	NR	NR	NR	NR	8	±7
TWO OR MORE RACES	88	±5	0	2	50	36	11	±10
ARNG	85	±10	0	1	NR	NR	8	±8
USAR	90	±12	0	1	NR	NR	NR	±2
USNR	91	±6	0	4	60	22	14	±15
USMCR	89	±12	NR	NR	NR	NR	5	±8
ANG	89	±10	1	0	NR	NR	12	±8
USAFR	90	±11	0	NR	NR	19	6	±12
Enlisted	87	±6	0	2	49	37	11	±12
Officers	92	±5	0	1	52	36	12	±11
USCGR	94	±2	1	1	62	24	12	±4
White	95	±3	1	1	64	24	11	±5
Black	94	±6	NR	NR	46	37	18	±15
Hispanic	90	±6	NR	3	58	20	19	±12
Other Race/Ethnicity	93	±6	NR	3	64	23	8	±9
Enlisted	94	±3	1	1	64	23	12	±5
E1 – E4	93	±4	1	1	67	18	13	±8
E5 – E9	96	±2	0	1	61	28	10	±5
Officers	93	±4	0	0	58	30	12	±7

NR: Not reportable

**95. How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world?**

**I. Race/ethnic relations overall**

1. Much better as a civilian  
4. Better in the military

2. Better as a civilian  
5. Much better in the military

3. No difference

	Percent Responding		Percentages					Max ME
			1	2	3	4	5	
<b>TOTAL DOD</b>	87	±1	1	2	59	25	13	±2
ARNG	86	±2	1	2	60	23	13	±3
USAR	87	±2	1	3	57	25	14	±3
USNR	91	±2	1	3	58	25	13	±4
USMCR	86	±3	1	4	62	20	12	±5
ANG	89	±3	1	2	59	27	12	±4
USAFR	90	±3	1	1	55	28	15	±4
Enlisted	87	±2	1	2	60	23	13	±2
E1 – E4	87	±2	2	3	63	19	13	±3
E5 – E9	87	±2	1	2	57	26	14	±3
Officers	92	±1	1	2	54	31	12	±2
O1 – O3	90	±2	1	2	58	28	11	±3
O4 – O6	94	±2	0	1	51	34	13	±3
Male	88	±1	1	2	58	25	14	±2
Female	86	±2	2	3	61	23	11	±3
AGR/FTS/AR	85	±3	1	1	51	31	17	±5
Other Selected Reserve	88	±1	1	2	59	24	13	±2
Reserve Unit	87	±1	1	2	59	24	13	±2
Military Technician	90	±3	0	2	55	30	13	±5
IMA	92	±3	0	1	53	30	16	±6
Not Activated Past 12 Months	89	±1	1	2	60	25	12	±2
Activated Past 12 Months	86	±3	1	3	60	22	14	±4
Not Deployed Past 12 Months	89	±1	1	2	58	25	13	±2
Deployed Past 12 Months	84	±2	2	3	59	23	14	±3
Deployed OIF/OEF	83	±3	2	3	60	23	13	±4
<b>WHITE</b>	89	±2	1	2	62	23	12	±2
ARNG	88	±2	1	2	63	23	12	±4
USAR	88	±3	1	2	64	22	12	±5
USNR	94	±3	0	3	61	24	11	±6
USMCR	88	±4	1	4	64	20	11	±7
ANG	89	±3	0	2	60	26	12	±5
USAFR	91	±4	1	0	58	27	14	±6
Enlisted	88	±2	1	2	63	22	12	±3
E1 – E4	89	±3	1	2	66	18	13	±4
E5 – E9	88	±2	0	2	61	25	12	±3
Officers	93	±2	0	1	57	30	12	±3
<b>BLACK</b>	83	±2	2	4	47	29	17	±3
ARNG	83	±4	2	4	47	29	17	±5
USAR	83	±3	3	4	48	28	17	±5
USNR	84	±4	2	3	50	27	17	±4
USMCR	77	±8	2	4	50	24	20	±9
ANG	86	±3	2	4	47	33	15	±4
USAFR	86	±2	1	3	43	34	18	±3
Enlisted	83	±2	2	4	48	28	17	±3
E1 – E4	81	±4	3	5	53	21	18	±5
E5 – E9	84	±2	2	3	45	32	17	±3
Officers	87	±3	1	4	40	39	16	±3

Note. Percent responding are Reserve component members who answered the question.



95I. Continued	Percent Responding		Percentages					Max ME
			1	2	3	4	5	
HISPANIC	85	±3	2	4	52	25	17	±4
ARNG	81	±5	2	4	55	22	17	±7
USAR	85	±4	3	5	47	29	17	±6
USNR	89	±5	3	5	51	26	15	±8
USMCR	86	±6	2	2	59	20	17	±9
ANG	88	±6	1	1	57	27	14	±8
USAFR	89	±5	0	2	49	30	18	±10
Enlisted	84	±3	2	4	53	24	16	±4
E1 – E4	83	±4	3	4	56	25	12	±6
E5 – E9	85	±4	2	4	51	24	20	±5
Officers	89	±3	2	4	42	35	18	±5
AIAN	78	±10	1	5	51	30	12	±12
ARNG	79	±14	1	2	60	24	14	±17
USAR	82	±17	1	NR	NR	NR	9	±11
USNR	79	±28	0	1	NR	NR	18	±17
ANG	60	±34	2	2	NR	NR	11	±11
USAFR	94	±5	2	0	NR	NR	13	±9
Enlisted	77	±11	1	NR	53	29	12	±13
Officers	94	±3	0	7	37	38	17	±16
ASIAN	86	±4	5	5	55	26	9	±5
ARNG	82	±10	9	5	58	20	7	±14
USAR	87	±4	3	4	53	31	9	±10
USNR	90	±4	NR	3	46	29	16	±11
USMCR	82	±12	1	NR	59	14	7	±16
ANG	90	±3	1	3	60	28	9	±5
USAFR	85	±12	1	1	56	30	12	±14
Enlisted	84	±5	5	5	56	25	9	±6
Officers	91	±3	3	3	53	29	12	±6
NHPI	87	±6	2	1	52	20	25	±12
ARNG	93	±8	1	NR	NR	NR	NR	±5
USAR	85	±4	2	2	59	18	19	±8
USNR	54	±40	NR	2	63	20	14	±16
ANG	89	±7	1	2	NR	17	NR	±14
USAFR	87	±8	3	1	48	30	17	±12
Enlisted	87	±6	2	1	51	20	26	±13
Officers	91	±5	NR	2	NR	22	NR	±16
TWO OR MORE RACES	89	±5	0	2	60	28	10	±10
ARNG	85	±10	0	0	NR	NR	7	±8
USAR	95	±4	0	2	NR	NR	NR	±2
USNR	91	±6	0	3	61	21	15	±15
USMCR	89	±12	NR	1	NR	NR	6	±9
ANG	89	±10	0	1	NR	NR	12	±8
USAFR	90	±11	0	NR	NR	20	4	±12
Enlisted	88	±6	0	2	61	26	10	±11
Officers	92	±5	0	1	52	35	12	±11
USCGR	94	±2	1	2	62	27	8	±4
White	95	±3	1	1	64	28	7	±5
Black	92	±7	NR	5	36	40	19	±16
Hispanic	92	±6	NR	2	60	21	16	±12
Other Race/Ethnicity	94	±6	3	3	67	20	8	±9
Enlisted	94	±3	1	2	63	27	7	±5
E1 – E4	93	±4	2	2	67	21	9	±8
E5 – E9	96	±2	0	2	61	31	6	±5
Officers	93	±4	0	2	58	29	11	±7

NR: Not reportable

**96. In your opinion, have race/ethnic relations in our nation gotten better or worse over the last 5 years?**

1. Worse today

2. About the same as 5 years ago

3. Better today

	Percent Responding		Percentages			Max ME
			1	2	3	
TOTAL DOD	88	±1	17	41	42	±2
ARNG	87	±2	17	40	43	±3
USAR	87	±2	18	41	41	±3
USNR	93	±2	14	42	44	±4
USMCR	87	±3	16	39	46	±5
ANG	90	±3	14	43	44	±4
USAFR	90	±3	17	44	39	±4
Enlisted	87	±1	17	41	42	±2
E1 – E4	87	±2	17	38	44	±3
E5 – E9	88	±2	17	43	40	±3
Officers	93	±1	15	41	44	±2
O1 – O3	91	±2	15	43	43	±3
O4 – O6	95	±1	15	41	45	±3
Male	89	±1	16	41	44	±2
Female	87	±2	20	42	37	±3
AGR/FTS/AR	88	±3	13	43	44	±5
Other Selected Reserve	88	±1	17	41	42	±2
Reserve Unit	88	±1	17	41	42	±2
Military Technician	92	±3	17	39	44	±5
IMA	94	±3	16	43	41	±6
Not Activated Past 12 Months	90	±1	17	40	43	±2
Activated Past 12 Months	87	±3	16	44	40	±4
Not Deployed Past 12 Months	90	±1	17	41	43	±2
Deployed Past 12 Months	84	±2	17	42	41	±3
Deployed OIF/OEF	83	±3	16	43	41	±4
WHITE	90	±2	15	41	45	±2
ARNG	89	±2	17	39	44	±4
USAR	89	±3	15	40	45	±5
USNR	95	±3	12	41	47	±6
USMCR	89	±4	15	39	47	±7
ANG	91	±3	12	43	45	±5
USAFR	91	±4	15	43	42	±6
Enlisted	89	±2	15	41	44	±3
E1 – E4	89	±3	16	39	45	±4
E5 – E9	89	±2	15	42	44	±3
Officers	94	±1	14	40	46	±3
BLACK	83	±2	26	48	27	±3
ARNG	82	±4	23	49	28	±5
USAR	83	±3	27	46	26	±5
USNR	87	±3	28	45	27	±6
USMCR	78	±8	24	50	26	±9
ANG	87	±2	28	49	24	±4
USAFR	86	±2	27	50	23	±3
Enlisted	83	±2	26	47	27	±3
E1 – E4	80	±4	23	43	33	±5
E5 – E9	85	±2	27	50	23	±3
Officers	88	±3	25	51	24	±3

Note. Percent responding are Reserve component members who answered the question.

96. Continued	Percent Responding		Percentages			Max ME
			1	2	3	
HISPANIC	85	±3	17	39	44	±4
ARNG	82	±5	15	37	48	±7
USAR	85	±4	20	39	41	±6
USNR	91	±4	12	43	45	±8
USMCR	85	±6	16	35	49	±9
ANG	88	±6	17	41	42	±9
USAFR	91	±5	19	42	39	±9
Enlisted	85	±3	17	39	44	±4
E1 – E4	84	±4	18	35	46	±6
E5 – E9	86	±3	16	41	43	±5
Officers	91	±3	14	42	44	±5
AIAN	82	±9	23	32	46	±12
ARNG	79	±14	28	30	NR	±18
USAR	82	±17	NR	NR	NR	
USNR	97	±3	11	NR	NR	±11
ANG	78	±31	7	16	NR	±15
USAFR	94	±5	9	NR	NR	±8
Enlisted	81	±10	24	31	46	±13
Officers	94	±3	15	38	47	±15
ASIAN	86	±4	14	37	49	±5
ARNG	82	±10	17	39	44	±13
USAR	87	±4	10	35	55	±8
USNR	91	±4	17	32	51	±13
USMCR	82	±12	18	28	54	±18
ANG	90	±3	13	38	49	±5
USAFR	86	±12	8	51	41	±14
Enlisted	85	±5	14	36	50	±6
Officers	92	±4	14	44	43	±6
NHPI	87	±6	20	29	51	±16
ARNG	93	±8	NR	19	NR	±16
USAR	85	±4	11	39	51	±9
USNR	56	±41	21	27	53	±17
ANG	90	±6	7	29	NR	±17
USAFR	87	±8	7	48	45	±11
Enlisted	87	±6	22	28	51	±18
Officers	93	±4	7	NR	NR	±6
TWO OR MORE RACES	91	±4	13	38	49	±10
ARNG	89	±7	12	38	NR	±17
USAR	95	±4	7	NR	NR	±6
USNR	91	±6	18	NR	36	±15
USMCR	90	±11	6	NR	NR	±9
ANG	90	±10	NR	27	NR	±18
USAFR	91	±11	11	NR	NR	±7
Enlisted	91	±5	12	39	49	±11
Officers	92	±5	21	31	48	±12
USCGR	94	±2	18	43	39	±4
White	95	±3	17	42	40	±5
Black	91	±8	23	60	18	±15
Hispanic	92	±6	18	41	41	±12
Other Race/Ethnicity	94	±6	16	44	41	±10
Enlisted	94	±3	18	43	39	±5
E1 – E4	93	±4	21	40	39	±8
E5 – E9	96	±2	16	45	40	±5
Officers	94	±3	15	45	40	±7

NR: Not reportable

**97. In your opinion, have opportunities in our nation gotten better or worse over the last 5 years for...****a. Blacks or African Americans?**1. Much worse  
4. Better2. Worse  
5. Much better

3. Neither better or worse

	Percent Responding		Percentages					Max ME	Average Opportunity		
			1	2	3	4	5				
<b>TOTAL DOD</b>	88	±1	1	5	38	40	17	±2	3.7	±0.1	
ARNG	86	±2	1	4	37	40	17	±3	3.7	±0.1	
USAR	87	±2	1	5	38	39	16	±3	3.6	±0.1	
USNR	92	±2	1	5	36	41	17	±4	3.7	±0.1	
USMCR	87	±3	1	4	41	36	18	±5	3.7	±0.1	
ANG	89	±3	1	5	39	38	18	±4	3.7	±0.1	
USAFR	90	±3	1	5	39	41	14	±4	3.6	±0.1	
Enlisted	87	±2	1	5	39	38	17	±2	3.7	±0.1	
E1 – E4	86	±2	1	4	39	37	18	±3	3.7	±0.1	
E5 – E9	87	±2	1	5	38	39	17	±3	3.7	±0.1	
Officers	93	±1	1	5	35	46	14	±2	3.7	±0.1	
O1 – O3	90	±2	1	4	38	43	15	±3	3.7	±0.1	
O4 – O6	95	±1	1	6	33	48	13	±3	3.7	±0.1	
Male	88	±1	1	4	37	40	18	±2	3.7	±0.1	
Female	87	±2	1	7	42	37	13	±3	3.5	±0.1	
AGR/FTS/AR	86	±3	1	4	38	42	16	±5	3.7	±0.1	
Other Selected Reserve	88	±1	1	5	38	39	17	±2	3.7	±0.1	
Reserve Unit	88	±1	1	5	38	39	17	±2	3.7	±0.1	
Military Technician	91	±3	1	6	39	38	17	±5	3.7	±0.1	
IMA	92	±4	1	5	35	44	14	±6	3.7	±0.1	
Not Activated Past 12 Months	89	±1	1	5	37	41	16	±2	3.7	±0.1	
Activated Past 12 Months	87	±3	1	4	40	37	18	±4	3.7	±0.1	
Not Deployed Past 12 Months	89	±1	1	5	38	41	16	±2	3.7	±0.1	
Deployed Past 12 Months	84	±2	1	5	39	36	19	±3	3.7	±0.1	
Deployed OIF/OEF	83	±3	1	5	40	36	19	±4	3.7	±0.1	
<b>WHITE</b>	89	±2	0	3	36	43	19	±2	3.8	±0.1	
ARNG	88	±2	0	3	36	43	18	±4	3.7	±0.1	
USAR	89	±3	0	2	34	44	20	±5	3.8	±0.1	
USNR	95	±3	0	3	33	43	20	±6	3.8	±0.1	
USMCR	88	±4	0	2	40	36	21	±7	3.8	±0.2	
ANG	90	±3	0	3	38	39	20	±5	3.7	±0.1	
USAFR	91	±3	0	2	35	46	16	±6	3.8	±0.1	
Enlisted	88	±2	0	3	36	41	20	±3	3.8	±0.1	
E1 – E4	89	±3	1	3	37	40	20	±4	3.8	±0.1	
E5 – E9	88	±2	0	3	36	42	19	±3	3.8	±0.1	
Officers	94	±1	0	3	33	50	14	±3	3.7	±0.1	
<b>BLACK</b>	84	±2	5	16	46	26	8	±3	3.2	±0.1	
ARNG	83	±4	5	13	42	27	12	±5	3.3	±0.1	
USAR	83	±3	4	16	49	25	6	±5	3.1	±0.1	
USNR	88	±2	6	16	44	28	6	±6	3.1	±0.2	
USMCR	76	±8	3	16	50	20	10	±9	3.2	±0.2	
ANG	87	±2	4	19	46	26	5	±4	3.1	±0.1	
USAFR	86	±2	5	18	49	23	4	±3	3.0	±0.1	
Enlisted	83	±2	5	15	46	26	8	±3	3.2	±0.1	
E1 – E4	80	±4	6	11	48	23	12	±5	3.2	±0.1	
E5 – E9	85	±2	4	18	45	27	6	±3	3.1	±0.1	
Officers	88	±3	3	20	45	28	4	±3	3.1	±0.1	

Note. Percent responding are Reserve component members who answered the question.

97a. Continued	Percent Responding		Percentages					Max ME	Average Opportunity		
			1	2	3	4	5				
HISPANIC	84	±3	1	5	40	37	17	±4	3.6	±0.1	
ARNG	81	±5	0	5	37	38	19	±7	3.7	±0.2	
USAR	83	±4	1	6	44	34	14	±6	3.5	±0.1	
USNR	88	±5	1	4	37	41	18	±8	3.7	±0.2	
USMCR	86	±6	0	4	42	40	14	±9	3.6	±0.2	
ANG	87	±6	0	4	46	33	16	±9	3.6	±0.2	
USAFR	89	±5	NR	4	38	37	18	±9	3.6	±0.3	
Enlisted	83	±3	1	5	41	37	17	±4	3.6	±0.1	
E1 – E4	82	±4	2	5	41	34	18	±6	3.6	±0.2	
E5 – E9	85	±4	0	4	41	39	16	±5	3.7	±0.1	
Officers	90	±3	1	7	38	37	17	±5	3.6	±0.1	
AIAN	78	±10	0	3	38	44	15	±12	3.7	±0.2	
ARNG	78	±14	0	2	NR	36	17	±18	3.7	±0.3	
USAR	82	±17	0	3	23	NR	6	±16	3.8	±0.2	
USNR	79	±28	0	1	NR	25	20	±17	3.6	±0.4	
ANG	60	±35	0	4	20	NR	NR	±17	3.9	±0.2	
USAFR	81	±21	0	6	36	45	14	±16	3.7	±0.2	
Enlisted	77	±11	0	3	39	46	13	±13	3.7	±0.2	
Officers	89	±9	0	2	34	34	30	±17	3.9	±0.3	
ASIAN	85	±4	2	4	42	40	12	±6	3.6	±0.1	
ARNG	82	±10	NR	NR	38	38	14	±12	3.5	±0.3	
USAR	87	±4	0	4	37	45	12	±10	3.6	±0.1	
USNR	90	±4	0	2	40	46	12	±10	3.7	±0.1	
USMCR	82	±12	2	2	47	40	9	±15	3.5	±0.2	
ANG	90	±3	1	3	46	39	11	±5	3.6	±0.1	
USAFR	85	±12	0	3	60	27	9	±12	3.4	±0.2	
Enlisted	84	±5	2	4	42	41	11	±7	3.6	±0.2	
Officers	90	±4	0	4	41	39	15	±6	3.6	±0.1	
NHPI	87	±6	1	NR	39	40	14	±13	3.6	±0.3	
ARNG	93	±8	1	NR	NR	NR	11	±13	3.5	±0.5	
USAR	85	±4	1	2	42	35	20	±8	3.7	±0.2	
USNR	56	±41	NR	NR	32	NR	16	±16	3.8	±0.2	
ANG	90	±6	0	0	NR	NR	12	±11	3.7	±0.2	
USAFR	86	±8	0	1	60	27	12	±11	3.5	±0.2	
Enlisted	87	±6	1	NR	38	41	13	±14	3.6	±0.3	
Officers	93	±4	1	NR	NR	33	NR	±17	3.6	±0.3	
TWO OR MORE RACES	89	±5	1	3	42	36	17	±10	3.6	±0.2	
ARNG	85	±10	0	2	38	33	26	±18	3.8	±0.3	
USAR	95	±4	0	2	NR	NR	NR	±3	3.7	±0.3	
USNR	89	±6	2	6	58	25	9	±16	3.3	±0.2	
USMCR	90	±12	1	NR	NR	NR	6	±9	NR		
ANG	90	±10	NR	5	NR	NR	NR	±6	3.6	±0.5	
USAFR	91	±11	2	6	NR	NR	3	±5	3.3	±0.2	
Enlisted	89	±6	1	2	43	36	18	±11	3.7	±0.2	
Officers	92	±5	NR	8	38	37	11	±11	3.4	±0.3	
USCGR	94	±2	1	4	37	44	14	±4	3.7	±0.1	
White	95	±3	0	3	35	46	15	±5	3.7	±0.1	
Black	94	±6	NR	20	46	26	6	±15	3.1	±0.3	
Hispanic	91	±6	6	4	39	36	15	±12	3.5	±0.3	
Other Race/Ethnicity	93	±6	1	1	47	46	5	±10	3.5	±0.2	
Enlisted	94	±3	1	4	37	44	14	±5	3.7	±0.1	
E1 – E4	92	±4	1	5	32	46	16	±8	3.7	±0.2	
E5 – E9	96	±2	1	3	41	43	12	±5	3.6	±0.1	
Officers	94	±4	1	4	36	46	14	±7	3.7	±0.1	

NR: Not reportable

**97. In your opinion, have opportunities in our nation gotten better or worse over the last 5 years for...****b. American Indians or Alaska Natives?**1. Much worse  
4. Better2. Worse  
5. Much better

3. Neither better or worse

	Percent Responding		Percentages					Max ME	Average Opportunity		
			1	2	3	4	5				
TOTAL DOD	87	±1	1	4	51	32	12	±2	3.5	±0.1	
ARNG	86	±2	1	4	50	32	13	±3	3.5	±0.1	
USAR	86	±2	0	5	52	31	11	±3	3.5	±0.1	
USNR	91	±2	1	3	51	32	13	±4	3.5	±0.1	
USMCR	87	±3	0	2	51	33	13	±5	3.6	±0.1	
ANG	89	±3	1	3	53	32	11	±4	3.5	±0.1	
USAFR	89	±3	1	4	53	34	8	±4	3.4	±0.1	
Enlisted	86	±2	1	4	52	31	12	±2	3.5	±0.1	
E1 – E4	86	±2	1	5	50	30	14	±3	3.5	±0.1	
E5 – E9	87	±2	1	4	53	32	11	±3	3.5	±0.1	
Officers	92	±1	0	4	49	36	10	±2	3.5	±0.1	
O1 – O3	89	±2	0	4	50	34	11	±3	3.5	±0.1	
O4 – O6	93	±2	1	4	48	37	10	±3	3.5	±0.1	
Male	87	±1	1	4	50	32	12	±2	3.5	±0.1	
Female	86	±2	1	5	56	31	9	±3	3.4	±0.1	
AGR/FTS/AR	86	±3	0	4	51	34	11	±5	3.5	±0.1	
Other Selected Reserve	87	±1	1	4	51	32	12	±2	3.5	±0.1	
Reserve Unit	87	±1	1	4	51	32	12	±2	3.5	±0.1	
Military Technician	90	±3	1	4	50	35	11	±5	3.5	±0.1	
IMA	93	±3	1	3	50	38	8	±6	3.5	±0.1	
Not Activated Past 12 Months	89	±1	1	4	52	32	11	±2	3.5	±0.1	
Activated Past 12 Months	86	±3	1	4	52	31	13	±4	3.5	±0.1	
Not Deployed Past 12 Months	88	±1	1	4	51	32	11	±2	3.5	±0.1	
Deployed Past 12 Months	84	±2	1	4	51	32	12	±3	3.5	±0.1	
Deployed OIF/OEF	83	±3	1	4	50	33	12	±4	3.5	±0.1	
WHITE	89	±2	0	3	50	34	13	±2	3.6	±0.1	
ARNG	88	±2	0	3	50	33	13	±4	3.5	±0.1	
USAR	89	±3	0	5	48	34	13	±5	3.6	±0.1	
USNR	94	±3	1	2	51	33	14	±6	3.6	±0.1	
USMCR	88	±4	0	2	49	35	14	±7	3.6	±0.1	
ANG	90	±3	0	2	52	33	12	±5	3.6	±0.1	
USAFR	91	±4	0	3	49	39	9	±6	3.5	±0.1	
Enlisted	88	±2	0	3	50	33	13	±3	3.6	±0.1	
E1 – E4	88	±3	1	4	49	31	15	±4	3.6	±0.1	
E5 – E9	88	±2	0	3	51	34	12	±3	3.5	±0.1	
Officers	93	±2	0	3	47	39	11	±3	3.6	±0.1	
BLACK	82	±2	2	8	59	24	7	±3	3.3	±0.1	
ARNG	81	±4	3	7	52	28	10	±5	3.3	±0.1	
USAR	82	±4	0	8	64	22	5	±5	3.2	±0.1	
USNR	85	±3	3	9	58	25	6	±4	3.2	±0.1	
USMCR	75	±8	0	6	65	20	10	±8	3.3	±0.2	
ANG	85	±3	2	9	62	22	5	±4	3.2	±0.1	
USAFR	84	±2	3	10	63	21	4	±3	3.1	±0.1	
Enlisted	81	±2	2	8	59	24	7	±3	3.3	±0.1	
E1 – E4	80	±4	3	6	58	23	10	±5	3.3	±0.1	
E5 – E9	83	±2	2	9	60	24	5	±3	3.2	±0.1	
Officers	86	±3	2	12	58	25	3	±3	3.2	±0.1	

Note. Percent responding are Reserve component members who answered the question.

97b. Continued	Percent Responding		Percentages					Max ME	Average Opportunity		
			1	2	3	4	5				
HISPANIC	84	±3	1	4	52	31	12	±4	3.5	±0.1	
ARNG	81	±5	0	5	47	35	14	±7	3.6	±0.1	
USAR	83	±5	2	4	56	28	11	±6	3.4	±0.1	
USNR	88	±5	0	3	47	33	16	±8	3.6	±0.2	
USMCR	85	±6	0	2	53	34	10	±9	3.5	±0.2	
ANG	86	±6	0	3	59	27	11	±9	3.5	±0.2	
USAFR	88	±5	0	2	59	28	9	±9	3.4	±0.1	
Enlisted	83	±3	1	4	52	31	12	±4	3.5	±0.1	
E1 – E4	82	±4	1	4	52	32	12	±6	3.5	±0.1	
E5 – E9	84	±4	0	3	52	31	13	±5	3.5	±0.1	
Officers	89	±3	1	4	51	32	12	±5	3.5	±0.1	
AIAN	78	±10	4	10	49	31	5	±12	3.2	±0.2	
ARNG	79	±14	NR	7	NR	30	4	±18	3.2	±0.3	
USAR	81	±17	2	NR	27	NR	3	±18	NR		
USNR	79	±28	1	8	NR	16	NR	±11	3.3	±0.3	
ANG	60	±34	1	7	NR	18	NR	±15	3.4	±0.4	
USAFR	81	±21	3	8	52	NR	6	±15	3.3	±0.3	
Enlisted	77	±11	NR	10	50	32	4	±14	3.2	±0.3	
Officers	88	±9	2	13	43	23	NR	±15	3.4	±0.4	
ASIAN	85	±4	2	4	52	32	10	±5	3.4	±0.1	
ARNG	82	±10	NR	2	57	27	9	±11	3.3	±0.3	
USAR	86	±4	2	4	47	38	9	±11	3.5	±0.2	
USNR	89	±4	0	NR	40	37	16	±11	3.6	±0.3	
USMCR	82	±12	0	2	54	39	4	±16	3.5	±0.2	
ANG	90	±3	0	3	55	33	9	±5	3.5	±0.1	
USAFR	85	±12	0	4	67	22	7	±10	3.3	±0.1	
Enlisted	84	±5	2	3	52	33	10	±7	3.5	±0.2	
Officers	90	±4	2	5	55	29	9	±6	3.4	±0.2	
NHPI	87	±6	1	NR	49	27	11	±12	3.4	±0.3	
ARNG	93	±8	1	NR	NR	19	9	±18	3.1	±0.5	
USAR	85	±4	1	1	49	33	16	±8	3.6	±0.2	
USNR	54	±40	NR	2	58	31	8	±16	3.5	±0.2	
ANG	90	±6	0	1	NR	NR	8	±9	3.6	±0.3	
USAFR	86	±8	0	1	67	22	10	±10	3.4	±0.2	
Enlisted	87	±6	1	NR	48	27	10	±13	3.3	±0.3	
Officers	92	±5	0	1	NR	29	NR	±17	3.6	±0.3	
TWO OR MORE RACES	89	±5	1	8	57	23	11	±10	3.3	±0.2	
ARNG	86	±10	0	NR	NR	19	16	±17	3.4	±0.3	
USAR	95	±4	1	5	NR	NR	NR	±6	3.5	±0.4	
USNR	91	±6	2	5	68	19	6	±14	3.2	±0.2	
USMCR	90	±12	1	3	NR	NR	3	±7	NR		
ANG	90	±10	NR	4	NR	NR	5	±6	3.2	±0.3	
USAFR	89	±11	2	NR	71	11	4	±18	3.0	±0.2	
Enlisted	89	±6	1	7	58	23	10	±11	3.4	±0.2	
Officers	92	±5	NR	13	49	21	11	±11	3.2	±0.3	
USCGR	93	±2	1	3	52	34	10	±4	3.5	±0.1	
White	94	±3	0	2	52	35	11	±5	3.5	±0.1	
Black	92	±7	NR	6	61	27	6	±15	3.3	±0.3	
Hispanic	89	±7	4	1	51	32	12	±12	3.5	±0.3	
Other Race/Ethnicity	92	±6	0	3	57	33	7	±10	3.4	±0.2	
Enlisted	93	±3	1	3	53	34	10	±5	3.5	±0.1	
E1 – E4	92	±4	1	3	50	34	12	±8	3.5	±0.2	
E5 – E9	94	±3	0	3	55	33	9	±5	3.5	±0.1	
Officers	93	±4	1	2	50	36	12	±7	3.6	±0.1	

NR: Not reportable

**97. In your opinion, have opportunities in our nation gotten better or worse over the last 5 years for...****c. Asians, Native Hawaiians or Pacific Islanders?**1. Much worse  
4. Better2. Worse  
5. Much better

3. Neither better or worse

	Percent Responding		Percentages					Max ME	Average Opportunity		
			1	2	3	4	5				
TOTAL DOD	87	±1	1	2	49	35	13	±2	3.6	±0.1	
ARNG	86	±2	1	2	48	35	14	±3	3.6	±0.1	
USAR	86	±2	0	3	49	36	12	±3	3.6	±0.1	
USNR	91	±2	0	2	47	36	14	±4	3.6	±0.1	
USMCR	86	±3	0	2	52	32	14	±5	3.6	±0.1	
ANG	89	±3	0	2	52	33	13	±4	3.6	±0.1	
USAFR	89	±3	0	3	50	37	10	±4	3.5	±0.1	
Enlisted	86	±2	1	2	50	34	13	±2	3.6	±0.1	
E1 – E4	86	±2	1	2	49	33	14	±3	3.6	±0.1	
E5 – E9	87	±2	0	3	50	35	12	±3	3.6	±0.1	
Officers	92	±1	0	2	47	40	11	±2	3.6	±0.1	
O1 – O3	89	±2	0	2	48	37	12	±3	3.6	±0.1	
O4 – O6	93	±2	0	2	46	42	11	±3	3.6	±0.1	
Male	87	±1	1	2	49	35	13	±2	3.6	±0.1	
Female	86	±2	0	4	52	34	10	±3	3.5	±0.1	
AGR/FTS/AR	86	±3	0	2	47	38	13	±5	3.6	±0.1	
Other Selected Reserve	87	±1	1	2	49	35	13	±2	3.6	±0.1	
Reserve Unit	87	±1	1	2	49	35	13	±2	3.6	±0.1	
Military Technician	90	±3	0	3	48	37	12	±5	3.6	±0.1	
IMA	93	±3	0	1	45	43	10	±6	3.6	±0.1	
Not Activated Past 12 Months	89	±1	1	3	49	35	12	±2	3.6	±0.1	
Activated Past 12 Months	87	±3	0	2	51	33	14	±4	3.6	±0.1	
Not Deployed Past 12 Months	88	±1	1	2	49	35	13	±2	3.6	±0.1	
Deployed Past 12 Months	84	±2	1	2	50	34	13	±3	3.6	±0.1	
Deployed OIF/OEF	83	±3	1	2	49	35	13	±4	3.6	±0.1	
WHITE	89	±2	0	2	48	36	14	±2	3.6	±0.1	
ARNG	88	±2	0	2	49	35	14	±4	3.6	±0.1	
USAR	89	±3	0	2	45	39	14	±5	3.6	±0.1	
USNR	94	±3	0	2	45	37	16	±6	3.7	±0.1	
USMCR	87	±4	0	2	51	32	14	±7	3.6	±0.1	
ANG	90	±3	0	1	51	34	14	±5	3.6	±0.1	
USAFR	91	±4	0	2	46	41	11	±6	3.6	±0.1	
Enlisted	88	±2	0	2	49	35	14	±3	3.6	±0.1	
E1 – E4	89	±3	1	2	49	33	15	±4	3.6	±0.1	
E5 – E9	88	±2	0	2	49	36	13	±3	3.6	±0.1	
Officers	93	±2	0	1	45	42	12	±3	3.6	±0.1	
BLACK	82	±2	1	4	56	29	10	±3	3.4	±0.1	
ARNG	81	±4	2	4	50	31	13	±5	3.5	±0.1	
USAR	81	±4	0	5	60	27	8	±5	3.4	±0.1	
USNR	85	±3	1	4	54	32	9	±5	3.4	±0.1	
USMCR	75	±8	0	4	62	22	11	±8	3.4	±0.2	
ANG	84	±3	1	4	57	30	7	±4	3.4	±0.1	
USAFR	84	±2	2	5	59	28	6	±3	3.3	±0.1	
Enlisted	82	±2	1	4	56	29	10	±3	3.4	±0.1	
E1 – E4	80	±4	1	3	56	27	13	±5	3.5	±0.1	
E5 – E9	82	±2	1	4	56	30	9	±3	3.4	±0.1	
Officers	86	±3	1	6	54	33	6	±3	3.4	±0.1	

Note. Percent responding are Reserve component members who answered the question.



97c. Continued	Percent Responding		Percentages					Max ME	Average Opportunity		
			1	2	3	4	5				
HISPANIC	83	±3	1	3	49	35	13	±4	3.6	±0.1	
ARNG	81	±5	0	3	45	38	14	±7	3.6	±0.1	
USAR	82	±5	2	2	52	32	12	±6	3.5	±0.1	
USNR	88	±5	0	2	48	35	14	±8	3.6	±0.2	
USMCR	86	±6	0	1	48	36	15	±9	3.6	±0.2	
ANG	86	±6	1	2	57	29	11	±9	3.5	±0.2	
USAFR	88	±5	0	3	54	35	8	±11	3.5	±0.2	
Enlisted	83	±3	1	3	49	35	13	±4	3.6	±0.1	
E1 – E4	82	±4	1	2	48	35	13	±6	3.6	±0.1	
E5 – E9	84	±4	0	3	50	34	13	±5	3.6	±0.1	
Officers	88	±4	0	3	51	34	12	±5	3.5	±0.1	
AIAN	75	±11	0	2	50	41	6	±12	3.5	±0.2	
ARNG	79	±14	0	2	NR	NR	4	±5	3.5	±0.2	
USAR	70	±24	1	3	NR	NR	4	±8	3.6	±0.3	
USNR	77	±28	0	1	NR	19	NR	±12	3.5	±0.3	
ANG	60	±34	0	1	NR	19	NR	±16	3.5	±0.4	
USAFR	81	±21	0	4	52	NR	8	±15	3.5	±0.2	
Enlisted	74	±12	0	2	50	43	4	±14	3.5	±0.2	
Officers	89	±9	1	2	53	25	NR	±15	3.6	±0.3	
ASIAN	85	±4	3	3	48	38	8	±5	3.4	±0.1	
ARNG	82	±10	NR	3	48	36	7	±12	3.3	±0.3	
USAR	86	±4	2	4	42	42	9	±10	3.5	±0.2	
USNR	90	±4	1	1	42	46	10	±10	3.6	±0.1	
USMCR	82	±12	1	NR	45	38	5	±15	3.3	±0.3	
ANG	90	±3	0	3	53	34	9	±5	3.5	±0.1	
USAFR	86	±12	1	3	65	24	7	±11	3.3	±0.1	
Enlisted	84	±5	3	3	48	38	8	±6	3.5	±0.1	
Officers	90	±4	2	6	49	35	7	±6	3.4	±0.1	
NHPI	87	±6	1	NR	43	28	11	±12	3.3	±0.3	
ARNG	93	±8	1	NR	NR	19	9	±18	3.0	±0.5	
USAR	85	±4	2	1	47	31	18	±8	3.6	±0.2	
USNR	56	±41	3	NR	56	30	11	±17	3.5	±0.3	
ANG	89	±6	1	2	NR	NR	8	±9	3.6	±0.3	
USAFR	86	±8	1	3	64	24	9	±11	3.4	±0.2	
Enlisted	86	±6	1	NR	42	28	11	±13	3.3	±0.3	
Officers	92	±5	1	1	NR	28	NR	±17	3.5	±0.3	
TWO OR MORE RACES	89	±5	1	2	52	32	13	±10	3.5	±0.2	
ARNG	86	±10	0	0	NR	31	17	±18	3.6	±0.3	
USAR	95	±4	0	4	NR	NR	NR	±6	3.7	±0.4	
USNR	90	±6	0	3	66	24	8	±14	3.4	±0.2	
USMCR	90	±12	1	1	NR	NR	4	±8	NR		
ANG	90	±10	NR	4	NR	NR	NR	±6	3.5	±0.5	
USAFR	90	±11	1	2	70	23	5	±18	3.3	±0.2	
Enlisted	89	±6	0	1	53	33	13	±11	3.6	±0.2	
Officers	91	±5	NR	9	47	29	11	±12	3.3	±0.3	
USCGR	93	±2	0	2	50	38	11	±4	3.6	±0.1	
White	94	±3	0	1	49	39	10	±5	3.6	±0.1	
Black	92	±7	NR	NR	59	32	9	±15	3.5	±0.2	
Hispanic	89	±7	1	3	54	29	12	±12	3.5	±0.2	
Other Race/Ethnicity	93	±6	1	3	51	35	11	±9	3.5	±0.2	
Enlisted	93	±3	0	2	50	37	10	±5	3.6	±0.1	
E1 – E4	93	±4	0	3	47	37	13	±8	3.6	±0.2	
E5 – E9	94	±3	0	1	53	38	8	±5	3.5	±0.1	
Officers	93	±4	1	1	48	39	12	±7	3.6	±0.1	

NR: Not reportable

## 97. In your opinion, have opportunities in our nation gotten better or worse over the last 5 years for...

## d. Spanish/Hispanic/Latinos?

1. Much worse  
4. Better2. Worse  
5. Much better

3. Neither better or worse

	Percent Responding		Percentages					Max ME	Average Opportunity		
			1	2	3	4	5				
TOTAL DOD	87	±1	2	9	35	37	17	±2	3.6	±0.1	
ARNG	86	±2	2	9	35	36	18	±3	3.6	±0.1	
USAR	87	±2	1	8	36	38	16	±3	3.6	±0.1	
USNR	92	±2	2	7	34	39	17	±4	3.6	±0.1	
USMCR	86	±3	1	11	39	32	17	±5	3.5	±0.1	
ANG	89	±3	1	10	36	36	17	±4	3.6	±0.1	
USAFR	89	±3	1	9	34	41	16	±4	3.6	±0.1	
Enlisted	86	±2	2	9	36	35	18	±2	3.6	±0.1	
E1 – E4	86	±2	3	9	37	32	19	±3	3.6	±0.1	
E5 – E9	87	±2	1	9	36	37	16	±3	3.6	±0.1	
Officers	92	±1	1	8	30	46	15	±2	3.7	±0.1	
O1 – O3	90	±2	1	8	33	41	16	±3	3.6	±0.1	
O4 – O6	94	±2	1	9	28	49	14	±3	3.7	±0.1	
Male	87	±1	2	8	35	37	18	±2	3.6	±0.1	
Female	87	±2	2	12	37	37	13	±3	3.5	±0.1	
AGR/FTS/AR	86	±3	1	7	35	41	16	±5	3.6	±0.1	
Other Selected Reserve	87	±1	2	9	35	37	17	±2	3.6	±0.1	
Reserve Unit	87	±1	2	9	35	36	17	±2	3.6	±0.1	
Military Technician	91	±3	1	8	35	38	18	±5	3.6	±0.1	
IMA	93	±3	1	8	30	46	15	±6	3.7	±0.1	
Not Activated Past 12 Months	89	±1	2	9	35	38	17	±2	3.6	±0.1	
Activated Past 12 Months	87	±3	3	7	39	35	17	±4	3.6	±0.1	
Not Deployed Past 12 Months	88	±1	2	9	35	37	17	±2	3.6	±0.1	
Deployed Past 12 Months	84	±2	2	7	37	35	17	±3	3.6	±0.1	
Deployed OIF/OEF	83	±3	2	7	37	36	17	±4	3.6	±0.1	
WHITE	89	±2	1	8	34	38	19	±2	3.7	±0.1	
ARNG	88	±2	2	9	35	36	19	±4	3.6	±0.1	
USAR	89	±3	1	6	32	42	19	±5	3.7	±0.1	
USNR	95	±3	2	6	32	41	19	±5	3.7	±0.1	
USMCR	87	±4	0	11	40	30	19	±7	3.6	±0.2	
ANG	90	±3	0	9	35	37	19	±5	3.6	±0.1	
USAFR	91	±4	0	8	30	44	18	±6	3.7	±0.1	
Enlisted	88	±2	1	8	35	36	19	±3	3.6	±0.1	
E1 – E4	89	±3	2	9	35	33	21	±4	3.6	±0.1	
E5 – E9	88	±2	1	8	34	39	18	±3	3.7	±0.1	
Officers	93	±2	1	7	29	47	16	±3	3.7	±0.1	
BLACK	82	±2	3	10	41	34	12	±3	3.4	±0.1	
ARNG	81	±4	3	10	37	35	14	±5	3.5	±0.1	
USAR	82	±4	2	11	46	30	12	±5	3.4	±0.1	
USNR	86	±3	3	8	42	37	10	±5	3.4	±0.1	
USMCR	76	±8	3	14	38	35	11	±10	3.4	±0.2	
ANG	85	±3	3	12	39	36	9	±4	3.4	±0.1	
USAFR	84	±2	2	12	41	35	9	±3	3.4	±0.1	
Enlisted	82	±2	3	10	42	33	13	±3	3.4	±0.1	
E1 – E4	80	±4	3	9	46	29	14	±5	3.4	±0.1	
E5 – E9	83	±2	2	11	40	35	12	±3	3.4	±0.1	
Officers	87	±3	2	15	33	42	8	±3	3.4	±0.1	

Note. Percent responding are Reserve component members who answered the question.

97d. Continued	Percent Responding		Percentages					Max ME	Average Opportunity		
			1	2	3	4	5				
HISPANIC	84	±3	4	11	36	34	14	±4	3.4	±0.1	
ARNG	81	±5	7	9	32	35	18	±7	3.5	±0.2	
USAR	84	±4	3	14	38	34	11	±6	3.4	±0.2	
USNR	88	±5	4	11	36	34	15	±8	3.4	±0.2	
USMCR	85	±6	3	13	37	35	13	±9	3.4	±0.2	
ANG	87	±6	3	10	44	31	12	±9	3.4	±0.2	
USAFR	89	±5	2	13	42	30	13	±10	3.4	±0.2	
Enlisted	84	±3	5	11	37	33	15	±4	3.4	±0.1	
E1 – E4	82	±4	5	10	37	32	17	±6	3.5	±0.2	
E5 – E9	85	±4	4	12	37	34	13	±5	3.4	±0.1	
Officers	90	±3	2	14	30	40	14	±5	3.5	±0.1	
AIAN	78	±10	1	8	40	35	16	±12	3.6	±0.2	
ARNG	78	±14	2	4	NR	34	17	±18	3.6	±0.3	
USAR	82	±17	1	6	NR	NR	6	±7	3.5	±0.3	
USNR	79	±28	0	9	26	NR	NR	±14	3.8	±0.4	
ANG	60	±34	1	NR	17	NR	NR	±15	NR		
USAFR	81	±21	2	12	35	NR	15	±13	3.5	±0.2	
Enlisted	76	±11	1	8	42	35	14	±14	3.5	±0.2	
Officers	89	±9	1	10	24	28	37	±17	3.9	±0.3	
ASIAN	85	±4	2	10	41	37	10	±5	3.4	±0.1	
ARNG	81	±10	NR	14	43	31	8	±15	3.2	±0.3	
USAR	86	±4	1	8	36	46	9	±9	3.5	±0.1	
USNR	89	±4	0	9	33	41	16	±14	3.6	±0.3	
USMCR	81	±12	3	NR	39	37	6	±15	3.3	±0.3	
ANG	90	±3	1	6	49	35	10	±5	3.5	±0.1	
USAFR	85	±12	1	6	57	27	9	±13	3.4	±0.2	
Enlisted	84	±5	3	10	42	35	10	±6	3.4	±0.2	
Officers	90	±4	1	9	37	43	10	±6	3.5	±0.1	
NHPI	87	±6	NR	3	40	38	12	±13	3.5	±0.3	
ARNG	93	±9	NR	0	NR	NR	10	±13	NR		
USAR	84	±4	1	3	44	35	17	±8	3.6	±0.2	
USNR	56	±41	NR	NR	36	44	16	±16	3.7	±0.3	
ANG	90	±6	1	NR	NR	NR	9	±9	3.5	±0.4	
USAFR	86	±8	1	3	61	24	12	±11	3.4	±0.2	
Enlisted	86	±6	NR	2	40	39	12	±14	3.5	±0.4	
Officers	93	±4	1	NR	NR	29	16	±18	3.4	±0.5	
TWO OR MORE RACES	89	±5	2	5	32	40	21	±10	3.7	±0.2	
ARNG	86	±10	NR	3	25	NR	23	±17	3.8	±0.4	
USAR	95	±4	2	3	NR	NR	NR	±6	3.9	±0.4	
USNR	90	±6	1	9	NR	29	13	±14	3.4	±0.2	
USMCR	86	±14	NR	5	NR	NR	7	±10	3.4	±0.4	
ANG	90	±10	1	8	NR	NR	NR	±7	3.7	±0.4	
USAFR	89	±11	1	6	NR	NR	NR	±5	3.6	±0.3	
Enlisted	88	±6	3	4	32	39	23	±11	3.7	±0.2	
Officers	92	±5	NR	9	30	47	13	±12	3.6	±0.2	
USCGR	93	±2	1	6	37	43	13	±4	3.6	±0.1	
White	94	±3	1	6	36	44	14	±5	3.6	±0.1	
Black	92	±7	NR	6	45	38	9	±15	3.4	±0.3	
Hispanic	91	±6	1	8	39	39	13	±12	3.5	±0.2	
Other Race/Ethnicity	92	±6	3	4	37	48	8	±10	3.5	±0.2	
Enlisted	93	±3	1	5	38	44	12	±5	3.6	±0.1	
E1 – E4	92	±5	1	5	33	46	15	±8	3.7	±0.2	
E5 – E9	95	±3	1	5	42	42	11	±5	3.6	±0.1	
Officers	92	±4	1	10	31	42	17	±7	3.6	±0.2	

NR: Not reportable

**97. In your opinion, have opportunities in our nation gotten better or worse over the last 5 years for...****e. Arab Americans?**1. Much worse  
4. Better2. Worse  
5. Much better

3. Neither better or worse

	Percent Responding		Percentages					Max ME	Average Opportunity		
			1	2	3	4	5				
TOTAL DOD	87	±1	10	29	35	18	8	±2	2.8	±0.1	
ARNG	86	±2	10	29	35	17	9	±3	2.9	±0.1	
USAR	87	±2	10	29	36	18	8	±3	2.9	±0.1	
USNR	92	±2	11	31	33	17	8	±4	2.8	±0.1	
USMCR	86	±3	12	29	36	15	9	±5	2.8	±0.2	
ANG	89	±3	9	30	34	18	9	±4	2.9	±0.1	
USAFR	89	±3	9	31	35	18	6	±4	2.8	±0.1	
Enlisted	86	±2	11	28	36	18	9	±2	2.9	±0.1	
E1 – E4	86	±2	12	26	36	17	9	±3	2.9	±0.1	
E5 – E9	87	±2	10	29	35	18	8	±3	2.9	±0.1	
Officers	92	±1	7	37	32	17	6	±2	2.8	±0.1	
O1 – O3	89	±2	8	34	34	17	7	±3	2.8	±0.1	
O4 – O6	94	±2	7	39	31	17	5	±3	2.7	±0.1	
Male	87	±1	10	29	35	18	9	±2	2.9	±0.1	
Female	86	±2	12	32	34	17	6	±3	2.7	±0.1	
AGR/FTS/AR	86	±3	7	32	32	20	9	±4	2.9	±0.1	
Other Selected Reserve	87	±1	10	29	35	17	8	±2	2.8	±0.1	
Reserve Unit	87	±1	10	29	35	17	8	±2	2.8	±0.1	
Military Technician	90	±3	8	25	38	20	8	±5	2.9	±0.2	
IMA	92	±3	9	31	34	21	5	±6	2.8	±0.2	
Not Activated Past 12 Months	89	±1	9	30	34	18	8	±2	2.8	±0.1	
Activated Past 12 Months	86	±3	11	29	37	14	8	±4	2.8	±0.1	
Not Deployed Past 12 Months	88	±1	10	30	35	17	8	±2	2.8	±0.1	
Deployed Past 12 Months	84	±2	11	26	36	18	9	±3	2.9	±0.1	
Deployed OIF/OEF	83	±3	12	25	37	18	8	±4	2.9	±0.1	
WHITE	89	±2	9	30	34	18	9	±2	2.9	±0.1	
ARNG	88	±2	10	30	34	17	9	±3	2.8	±0.1	
USAR	89	±3	8	31	33	19	9	±5	2.9	±0.1	
USNR	95	±3	11	32	31	18	8	±5	2.8	±0.2	
USMCR	87	±4	10	28	37	15	10	±7	2.9	±0.2	
ANG	90	±3	8	30	33	19	9	±5	2.9	±0.2	
USAFR	91	±4	7	31	34	21	7	±6	2.9	±0.2	
Enlisted	88	±2	10	29	34	18	9	±3	2.9	±0.1	
E1 – E4	89	±3	12	26	35	18	10	±4	2.9	±0.1	
E5 – E9	88	±2	9	30	34	19	8	±3	2.9	±0.1	
Officers	93	±2	6	38	32	18	6	±3	2.8	±0.1	
BLACK	82	±2	12	25	39	17	7	±3	2.8	±0.1	
ARNG	81	±4	12	21	36	21	9	±5	2.9	±0.2	
USAR	81	±4	10	25	43	15	7	±5	2.8	±0.1	
USNR	86	±3	13	23	41	18	5	±5	2.8	±0.1	
USMCR	75	±8	19	24	37	11	10	±10	2.7	±0.2	
ANG	85	±3	15	32	35	15	4	±4	2.6	±0.1	
USAFR	84	±2	14	30	38	14	4	±3	2.6	±0.1	
Enlisted	82	±2	12	24	40	17	8	±3	2.9	±0.1	
E1 – E4	80	±4	12	23	43	14	8	±5	2.8	±0.2	
E5 – E9	83	±2	12	24	37	19	8	±3	2.9	±0.1	
Officers	86	±3	14	33	35	15	3	±3	2.6	±0.1	

Note. Percent responding are Reserve component members who answered the question.

97e. Continued	Percent Responding		Percentages					Max ME	Average Opportunity		
			1	2	3	4	5				
HISPANIC	84	±3	12	29	37	15	7	±4	2.8	±0.1	
ARNG	81	±5	10	29	37	17	7	±7	2.8	±0.2	
USAR	84	±4	14	27	37	16	7	±6	2.7	±0.2	
USNR	88	±5	12	30	32	16	9	±9	2.8	±0.2	
USMCR	85	±6	15	29	35	13	8	±9	2.7	±0.2	
ANG	86	±6	10	36	39	10	5	±10	2.6	±0.2	
USAFR	89	±5	12	25	44	13	5	±10	2.7	±0.2	
Enlisted	83	±3	12	28	37	15	7	±4	2.8	±0.1	
E1 – E4	82	±4	14	27	35	16	8	±6	2.8	±0.2	
E5 – E9	84	±4	11	29	39	15	6	±5	2.8	±0.1	
Officers	90	±3	11	34	34	14	6	±5	2.7	±0.1	
AIAN	76	±10	11	27	39	20	4	±12	2.8	±0.3	
ARNG	76	±15	3	27	NR	NR	4	±18	3.0	±0.3	
USAR	82	±17	NR	15	NR	NR	3	±13	NR		
USNR	79	±28	11	NR	NR	9	5	±12	2.6	±0.3	
ANG	60	±34	NR	16	22	NR	6	±18	NR		
USAFR	81	±21	8	40	32	15	5	±17	2.7	±0.3	
Enlisted	75	±11	11	26	39	20	3	±14	2.8	±0.3	
Officers	89	±9	7	32	38	17	7	±17	2.8	±0.3	
ASIAN	85	±4	10	30	39	17	5	±5	2.8	±0.1	
ARNG	82	±10	15	31	36	12	5	±14	2.6	±0.3	
USAR	86	±4	7	28	39	22	4	±12	2.9	±0.2	
USNR	89	±4	5	31	37	21	6	±12	2.9	±0.2	
USMCR	82	±12	13	31	34	20	2	±17	2.7	±0.3	
ANG	90	±3	7	28	43	17	5	±5	2.8	±0.1	
USAFR	85	±12	5	30	47	13	4	±15	2.8	±0.2	
Enlisted	84	±5	10	28	39	18	5	±6	2.8	±0.2	
Officers	90	±4	9	37	38	14	3	±6	2.6	±0.1	
NHPI	87	±6	NR	21	40	17	8	±12	2.8	±0.4	
ARNG	93	±8	NR	NR	NR	9	6	±13	2.4	±0.6	
USAR	84	±4	4	15	50	19	12	±9	3.2	±0.2	
USNR	56	±41	NR	31	32	26	11	±17	3.2	±0.3	
ANG	88	±7	5	NR	NR	NR	5	±9	3.1	±0.5	
USAFR	86	±8	3	26	55	9	7	±11	2.9	±0.2	
Enlisted	86	±6	NR	18	42	17	8	±13	2.8	±0.4	
Officers	92	±5	2	NR	31	18	5	±18	2.8	±0.4	
TWO OR MORE RACES	88	±6	11	33	31	14	11	±9	2.8	±0.3	
ARNG	82	±12	NR	28	27	13	NR	±17	3.0	±0.5	
USAR	95	±4	6	NR	NR	NR	2	±6	2.8	±0.4	
USNR	91	±6	9	25	NR	9	5	±11	2.8	±0.2	
USMCR	90	±12	5	NR	NR	5	3	±10	2.6	±0.4	
ANG	90	±10	12	NR	NR	NR	NR	±14	3.0	±0.6	
USAFR	91	±11	NR	NR	14	9	3	±12	2.3	±0.3	
Enlisted	87	±7	10	32	32	15	12	±11	2.9	±0.3	
Officers	91	±5	16	44	26	8	5	±13	2.4	±0.3	
USCGR	94	±2	7	36	33	18	7	±4	2.8	±0.1	
White	94	±3	6	38	32	18	7	±5	2.8	±0.1	
Black	94	±6	11	32	25	26	6	±15	2.9	±0.4	
Hispanic	89	±7	11	25	43	15	6	±12	2.8	±0.3	
Other Race/Ethnicity	92	±6	15	29	41	15	0	±10	2.6	±0.2	
Enlisted	94	±3	7	34	35	18	7	±5	2.8	±0.1	
E1 – E4	92	±5	8	37	30	15	10	±8	2.8	±0.2	
E5 – E9	95	±2	7	32	38	20	4	±5	2.8	±0.1	
Officers	93	±4	8	43	25	18	7	±7	2.7	±0.2	

NR: Not reportable

**97. In your opinion, have opportunities in our nation gotten better or worse over the last 5 years for...****f. Whites?**1. Much worse  
4. Better2. Worse  
5. Much better

3. Neither better or worse

	Percent Responding		Percentages					Max ME	Average Opportunity		
			1	2	3	4	5				
TOTAL DOD	88	±1	4	11	53	20	11	±2	3.2	±0.1	
ARNG	86	±2	5	11	51	21	12	±3	3.2	±0.1	
USAR	87	±2	3	11	54	21	11	±3	3.3	±0.1	
USNR	92	±2	4	11	53	18	14	±4	3.3	±0.1	
USMCR	86	±3	4	10	57	17	11	±5	3.2	±0.1	
ANG	89	±3	5	13	56	18	8	±4	3.1	±0.1	
USAFR	89	±3	4	13	56	19	8	±4	3.2	±0.1	
Enlisted	87	±2	5	11	52	20	12	±2	3.2	±0.1	
E1 – E4	86	±2	4	11	52	20	13	±3	3.3	±0.1	
E5 – E9	87	±2	5	12	52	20	10	±3	3.2	±0.1	
Officers	92	±1	3	12	60	18	7	±2	3.1	±0.1	
O1 – O3	90	±2	4	13	57	19	8	±3	3.1	±0.1	
O4 – O6	94	±1	2	11	62	18	6	±3	3.1	±0.1	
Male	88	±1	5	12	53	20	10	±2	3.2	±0.1	
Female	86	±2	2	9	54	22	14	±3	3.4	±0.1	
AGR/FTS/AR	86	±3	4	10	54	21	11	±5	3.3	±0.1	
Other Selected Reserve	88	±1	4	12	53	20	11	±2	3.2	±0.1	
Reserve Unit	87	±1	4	12	53	20	11	±2	3.2	±0.1	
Military Technician	90	±3	5	11	53	21	9	±5	3.2	±0.1	
IMA	93	±3	3	14	56	19	8	±6	3.1	±0.1	
Not Activated Past 12 Months	89	±1	4	12	54	20	10	±2	3.2	±0.1	
Activated Past 12 Months	87	±3	4	13	56	17	10	±4	3.2	±0.1	
Not Deployed Past 12 Months	89	±1	4	11	53	21	11	±2	3.2	±0.1	
Deployed Past 12 Months	84	±2	6	12	53	18	11	±3	3.2	±0.1	
Deployed OIF/OEF	83	±3	6	12	52	19	12	±4	3.2	±0.1	
WHITE	89	±2	6	15	56	17	6	±2	3.0	±0.1	
ARNG	88	±2	6	14	55	18	7	±4	3.1	±0.1	
USAR	90	±3	5	17	57	16	5	±5	3.0	±0.1	
USNR	95	±3	5	14	56	14	10	±6	3.1	±0.2	
USMCR	88	±4	5	13	59	14	8	±7	3.1	±0.2	
ANG	90	±3	6	15	57	16	5	±5	3.0	±0.1	
USAFR	91	±4	5	16	59	16	4	±6	3.0	±0.1	
Enlisted	89	±2	6	15	55	17	7	±3	3.0	±0.1	
E1 – E4	89	±3	6	15	54	17	8	±4	3.1	±0.1	
E5 – E9	88	±2	6	16	56	17	5	±3	3.0	±0.1	
Officers	93	±1	3	14	62	16	4	±3	3.0	±0.1	
BLACK	82	±2	0	2	43	28	27	±3	3.8	±0.1	
ARNG	82	±4	1	1	36	31	31	±5	3.9	±0.1	
USAR	81	±4	0	2	46	27	25	±5	3.8	±0.1	
USNR	86	±3	0	2	47	26	24	±5	3.7	±0.1	
USMCR	76	±8	0	1	52	21	25	±9	3.7	±0.2	
ANG	86	±3	1	1	47	28	23	±4	3.7	±0.1	
USAFR	84	±2	1	2	47	26	24	±3	3.7	±0.1	
Enlisted	82	±2	0	1	43	28	28	±3	3.8	±0.1	
E1 – E4	80	±4	1	1	45	22	31	±5	3.8	±0.1	
E5 – E9	83	±2	0	1	41	31	26	±3	3.8	±0.1	
Officers	87	±3	0	2	46	32	20	±3	3.7	±0.1	

Note. Percent responding are Reserve component members who answered the question.

97f. Continued	Percent Responding		Percentages					Max ME	Average Opportunity		
			1	2	3	4	5				
HISPANIC	84	±3	2	4	48	27	20	±4	3.6	±0.1	
ARNG	81	±5	2	2	43	28	25	±7	3.7	±0.2	
USAR	84	±4	1	3	52	28	17	±6	3.6	±0.1	
USNR	88	±5	1	7	46	27	19	±8	3.6	±0.2	
USMCR	86	±6	0	5	48	25	22	±9	3.6	±0.2	
ANG	87	±6	2	6	58	20	14	±12	3.4	±0.2	
USAFR	89	±5	NR	5	44	32	15	±10	3.5	±0.2	
Enlisted	83	±3	1	3	47	27	21	±4	3.6	±0.1	
E1 – E4	82	±4	2	1	47	28	22	±6	3.7	±0.2	
E5 – E9	84	±4	1	5	47	27	19	±5	3.6	±0.1	
Officers	90	±3	3	5	51	26	15	±5	3.4	±0.1	
AIAN	77	±10	8	7	54	24	7	±12	3.2	±0.3	
ARNG	79	±14	NR	NR	NR	23	8	±18	3.1	±0.4	
USAR	81	±17	1	3	NR	NR	4	±4	3.3	±0.3	
USNR	78	±28	4	7	75	8	6	±14	3.1	±0.2	
ANG	60	±35	4	9	NR	NR	NR	±9	3.5	±0.4	
USAFR	80	±21	4	12	59	19	7	±13	3.1	±0.2	
Enlisted	76	±11	7	8	53	26	6	±14	3.2	±0.3	
Officers	89	±9	11	7	62	8	NR	±15	3.0	±0.4	
ASIAN	85	±4	1	5	51	28	15	±5	3.5	±0.1	
ARNG	82	±10	1	7	47	26	19	±13	3.6	±0.3	
USAR	86	±4	1	3	51	31	14	±10	3.5	±0.2	
USNR	90	±4	1	4	44	30	21	±12	3.7	±0.2	
USMCR	82	±12	1	6	54	NR	9	±15	3.4	±0.2	
ANG	90	±3	0	4	59	27	11	±5	3.4	±0.1	
USAFR	85	±12	1	4	63	24	8	±15	3.4	±0.2	
Enlisted	84	±5	0	4	49	30	16	±6	3.6	±0.1	
Officers	90	±4	1	6	60	22	10	±6	3.3	±0.1	
NHPI	87	±6	1	2	56	29	12	±12	3.5	±0.2	
ARNG	93	±8	1	NR	NR	NR	9	±12	3.4	±0.3	
USAR	85	±4	2	5	49	26	19	±8	3.6	±0.2	
USNR	56	±41	3	NR	38	NR	8	±16	3.6	±0.3	
ANG	90	±6	0	2	NR	NR	11	±11	3.6	±0.3	
USAFR	86	±8	0	0	68	17	15	±11	3.5	±0.2	
Enlisted	87	±6	1	2	55	30	12	±13	3.5	±0.2	
Officers	92	±5	1	NR	66	20	NR	±17	3.4	±0.3	
TWO OR MORE RACES	89	±5	5	17	54	14	10	±10	3.1	±0.2	
ARNG	86	±10	NR	NR	NR	10	14	±14	3.0	±0.4	
USAR	95	±4	3	NR	NR	NR	6	±11	3.1	±0.4	
USNR	90	±6	3	9	65	14	9	±14	3.2	±0.2	
USMCR	90	±12	2	1	NR	NR	3	±7	NR		
ANG	90	±10	2	NR	NR	NR	12	±14	3.1	±0.4	
USAFR	90	±11	1	NR	NR	13	7	±9	3.0	±0.3	
Enlisted	89	±6	5	17	55	14	9	±11	3.0	±0.2	
Officers	92	±5	5	16	46	17	16	±13	3.2	±0.3	
USCGR	94	±2	5	12	60	15	8	±4	3.1	±0.1	
White	95	±2	6	14	62	13	6	±5	3.0	±0.1	
Black	94	±6	NR	NR	42	28	31	±15	3.9	±0.3	
Hispanic	91	±6	1	5	56	22	16	±12	3.5	±0.3	
Other Race/Ethnicity	90	±6	2	6	64	22	6	±10	3.3	±0.2	
Enlisted	94	±3	5	12	60	16	8	±5	3.1	±0.1	
E1 – E4	92	±4	6	13	55	16	9	±8	3.1	±0.2	
E5 – E9	96	±2	4	11	63	16	6	±5	3.1	±0.1	
Officers	94	±4	3	11	64	13	9	±7	3.1	±0.2	

NR: Not reportable

## 97. In your opinion, have opportunities in our nation gotten better or worse over the last 5 years for...

## g. Muslims?

1. Much worse  
4. Better2. Worse  
5. Much better

3. Neither better or worse

	Percent Responding		Percentages					Max ME	Average Opportunity		
			1	2	3	4	5				
TOTAL DOD	87	±1	13	32	34	14	6	±2	2.7	±0.1	
ARNG	86	±2	14	32	34	14	7	±3	2.7	±0.1	
USAR	87	±2	13	31	36	15	6	±3	2.7	±0.1	
USNR	92	±2	13	35	31	15	6	±4	2.7	±0.1	
USMCR	86	±3	16	30	34	12	8	±5	2.7	±0.2	
ANG	89	±3	11	33	33	16	7	±4	2.7	±0.1	
USAFR	89	±3	14	33	34	14	5	±4	2.6	±0.1	
Enlisted	87	±2	14	30	35	15	7	±2	2.7	±0.1	
E1 – E4	86	±2	15	27	36	14	8	±3	2.7	±0.1	
E5 – E9	87	±2	13	33	34	15	6	±3	2.7	±0.1	
Officers	92	±1	10	41	31	13	5	±2	2.6	±0.1	
O1 – O3	90	±2	11	38	31	14	6	±3	2.7	±0.1	
O4 – O6	94	±2	10	43	31	12	4	±3	2.6	±0.1	
Male	88	±1	13	31	34	14	7	±2	2.7	±0.1	
Female	87	±2	13	34	33	14	5	±3	2.6	±0.1	
AGR/FTS/AR	86	±3	10	32	34	17	7	±4	2.8	±0.1	
Other Selected Reserve	88	±1	13	32	34	14	6	±2	2.7	±0.1	
Reserve Unit	87	±1	13	32	34	14	6	±2	2.7	±0.1	
Military Technician	91	±3	12	28	37	17	5	±5	2.8	±0.2	
IMA	93	±3	13	33	35	13	5	±6	2.6	±0.2	
Not Activated Past 12 Months	89	±1	13	33	34	14	6	±2	2.7	±0.1	
Activated Past 12 Months	87	±3	15	31	35	13	7	±4	2.6	±0.1	
Not Deployed Past 12 Months	89	±1	13	33	34	14	6	±2	2.7	±0.1	
Deployed Past 12 Months	84	±2	14	29	35	15	7	±3	2.7	±0.1	
Deployed OIF/OEF	83	±3	15	27	36	15	6	±4	2.7	±0.1	
WHITE	89	±2	12	33	33	15	7	±2	2.7	±0.1	
ARNG	88	±2	13	33	33	14	7	±3	2.7	±0.1	
USAR	89	±3	12	32	34	15	7	±5	2.7	±0.1	
USNR	95	±3	13	37	28	15	6	±5	2.6	±0.2	
USMCR	88	±4	15	30	34	12	9	±7	2.7	±0.2	
ANG	91	±3	10	33	32	17	8	±5	2.8	±0.2	
USAFR	91	±4	14	32	32	16	6	±6	2.7	±0.2	
Enlisted	89	±2	13	31	33	15	7	±3	2.7	±0.1	
E1 – E4	89	±3	15	28	35	14	8	±4	2.7	±0.1	
E5 – E9	88	±2	12	33	33	16	7	±3	2.7	±0.1	
Officers	93	±1	9	42	31	13	5	±3	2.6	±0.1	
BLACK	82	±2	15	28	39	13	5	±3	2.6	±0.1	
ARNG	82	±4	15	27	37	15	6	±5	2.7	±0.1	
USAR	81	±4	13	27	43	13	4	±5	2.7	±0.1	
USNR	86	±3	14	28	41	13	4	±5	2.6	±0.1	
USMCR	77	±8	21	27	35	10	7	±10	2.5	±0.2	
ANG	86	±3	17	35	35	10	3	±4	2.5	±0.1	
USAFR	84	±2	17	33	37	10	3	±3	2.5	±0.1	
Enlisted	82	±2	14	27	40	13	5	±3	2.7	±0.1	
E1 – E4	80	±4	13	24	46	11	6	±5	2.7	±0.1	
E5 – E9	83	±2	15	30	36	14	4	±3	2.6	±0.1	
Officers	86	±3	17	37	33	12	2	±4	2.4	±0.1	

Note. Percent responding are Reserve component members who answered the question.



97g. Continued	Percent Responding		Percentages					Max ME	Average Opportunity		
			1	2	3	4	5				
HISPANIC	84	±3	16	30	35	13	6	±4	2.6	±0.1	
ARNG	80	±5	17	28	36	12	6	±7	2.6	±0.2	
USAR	84	±4	16	30	34	15	6	±6	2.6	±0.2	
USNR	88	±5	15	34	29	14	8	±9	2.7	±0.2	
USMCR	85	±6	18	29	32	14	7	±9	2.6	±0.2	
ANG	86	±6	16	34	37	8	5	±9	2.5	±0.2	
USAFR	89	±5	15	29	43	10	4	±10	2.6	±0.2	
Enlisted	83	±3	17	29	35	13	6	±4	2.6	±0.1	
E1 – E4	81	±4	18	28	34	14	7	±6	2.7	±0.2	
E5 – E9	84	±4	16	30	37	12	5	±5	2.6	±0.1	
Officers	89	±3	13	39	32	11	5	±5	2.6	±0.1	
AIAN	77	±10	14	24	39	19	3	±12	2.7	±0.3	
ARNG	78	±14	8	21	NR	NR	3	±16	2.9	±0.3	
USAR	82	±17	NR	NR	NR	NR	3	±4	NR		
USNR	78	±28	12	NR	NR	10	3	±12	2.6	±0.3	
ANG	60	±35	NR	16	21	NR	6	±17	NR		
USAFR	81	±21	11	37	35	13	4	±18	2.6	±0.3	
Enlisted	76	±11	15	24	39	19	3	±14	2.7	±0.3	
Officers	87	±10	9	29	43	NR	3	±16	2.7	±0.3	
ASIAN	85	±4	11	34	36	14	5	±5	2.7	±0.1	
ARNG	82	±10	13	42	30	10	5	±12	2.5	±0.2	
USAR	86	±4	9	27	40	19	4	±12	2.8	±0.2	
USNR	90	±4	7	34	34	19	6	±12	2.8	±0.2	
USMCR	82	±12	21	33	31	13	2	±17	2.4	±0.3	
ANG	90	±3	9	30	41	14	5	±5	2.8	±0.1	
USAFR	85	±12	6	33	47	10	4	±14	2.7	±0.2	
Enlisted	84	±5	11	33	36	15	5	±7	2.7	±0.2	
Officers	90	±4	11	40	36	11	3	±6	2.5	±0.1	
NHPI	87	±6	16	25	41	11	7	±18	2.7	±0.3	
ARNG	93	±8	NR	NR	NR	8	5	±13	2.4	±0.6	
USAR	84	±4	6	18	46	18	12	±9	3.1	±0.2	
USNR	56	±41	NR	33	38	18	11	±17	3.1	±0.3	
ANG	89	±7	8	NR	NR	8	5	±8	2.6	±0.4	
USAFR	86	±8	3	30	55	5	7	±11	2.8	±0.2	
Enlisted	86	±6	NR	23	42	10	8	±13	2.7	±0.4	
Officers	92	±5	4	NR	32	NR	5	±17	2.7	±0.4	
TWO OR MORE RACES	89	±5	12	36	29	16	6	±10	2.7	±0.3	
ARNG	86	±10	15	29	28	NR	NR	±18	2.8	±0.4	
USAR	95	±4	8	NR	NR	NR	1	±7	2.7	±0.4	
USNR	90	±6	12	34	NR	7	3	±14	2.5	±0.2	
USMCR	90	±12	4	NR	NR	3	3	±10	2.5	±0.4	
ANG	90	±10	12	NR	NR	NR	NR	±13	2.9	±0.6	
USAFR	91	±11	NR	NR	16	8	2	±13	2.2	±0.3	
Enlisted	89	±6	11	34	31	17	7	±11	2.7	±0.3	
Officers	92	±5	20	49	20	9	3	±13	2.3	±0.3	
USCGR	94	±2	10	40	31	13	6	±4	2.7	±0.1	
White	95	±2	9	42	29	13	6	±5	2.7	±0.1	
Black	94	±6	6	41	33	14	NR	±15	2.7	±0.3	
Hispanic	89	±7	11	28	43	9	9	±12	2.8	±0.3	
Other Race/Ethnicity	92	±6	16	32	36	15	0	±10	2.5	±0.2	
Enlisted	94	±3	10	39	33	12	6	±5	2.7	±0.1	
E1 – E4	93	±4	9	42	27	13	9	±8	2.7	±0.2	
E5 – E9	95	±3	10	37	38	12	3	±5	2.6	±0.1	
Officers	93	±4	9	47	22	16	5	±7	2.6	±0.2	

NR: Not reportable

**98. In your opinion, how often does racial/ethnic harassment and discrimination occur in the military now, as compared with the last 5 years?**

1. Much less often  
4. More often

2. Less often  
5. Much more often

3. About the same

	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
TOTAL DOD	62	±2	19	37	40	3	1	±2	2.3	±0.1	
ARNG	57	±2	18	35	42	3	1	±3	2.3	±0.1	
USAR	61	±3	19	38	38	4	1	±4	2.3	±0.1	
USNR	73	±3	21	41	35	2	1	±4	2.2	±0.1	
USMCR	30	±3	17	36	45	1	0	±7	2.3	±0.1	
ANG	73	±3	20	38	40	2	0	±5	2.3	±0.1	
USAFR	75	±3	20	37	41	2	0	±5	2.3	±0.1	
Enlisted	57	±2	20	36	40	3	1	±2	2.3	±0.1	
E1 – E4	25	±3	21	32	40	5	1	±5	2.3	±0.1	
E5 – E9	82	±2	19	37	40	3	1	±3	2.3	±0.1	
Officers	86	±2	16	42	40	2	0	±2	2.3	±0.1	
O1 – O3	74	±3	14	39	44	2	1	±4	2.4	±0.1	
O4 – O6	93	±2	17	44	38	1	0	±3	2.2	±0.1	
Male	63	±2	20	38	39	2	1	±2	2.3	±0.1	
Female	58	±3	14	33	46	6	1	±4	2.5	±0.1	
AGR/FTS/AR	83	±3	19	38	40	2	1	±5	2.3	±0.1	
Other Selected Reserve	60	±2	19	37	40	3	1	±2	2.3	±0.1	
Reserve Unit	59	±2	19	37	40	3	1	±2	2.3	±0.1	
Military Technician	77	±4	23	33	40	3	1	±6	2.3	±0.1	
IMA	91	±3	17	38	43	2	0	±6	2.3	±0.1	
Not Activated Past 12 Months	62	±2	19	39	39	3	1	±2	2.3	±0.1	
Activated Past 12 Months	60	±4	17	34	45	3	1	±5	2.4	±0.1	
Not Deployed Past 12 Months	60	±2	19	38	40	3	1	±2	2.3	±0.1	
Deployed Past 12 Months	66	±3	19	35	41	4	1	±4	2.3	±0.1	
Deployed OIF/OEF	65	±4	18	35	42	4	1	±4	2.3	±0.1	
WHITE	63	±2	19	39	39	2	0	±3	2.3	±0.1	
ARNG	58	±3	18	37	42	3	0	±4	2.3	±0.1	
USAR	63	±4	20	40	37	3	1	±6	2.2	±0.1	
USNR	78	±4	21	44	34	1	0	±6	2.2	±0.1	
USMCR	29	±4	15	37	48	1	0	±10	2.3	±0.2	
ANG	73	±4	20	39	39	2	0	±6	2.2	±0.1	
USAFR	78	±4	20	39	40	2	0	±6	2.2	±0.1	
Enlisted	58	±2	20	38	40	2	0	±3	2.3	±0.1	
E1 – E4	25	±3	23	34	39	4	1	±7	2.3	±0.2	
E5 – E9	83	±3	19	38	40	2	0	±4	2.3	±0.1	
Officers	87	±2	17	43	39	1	0	±3	2.3	±0.1	
BLACK	64	±2	13	32	47	6	2	±3	2.5	±0.1	
ARNG	61	±4	14	29	49	5	4	±5	2.6	±0.1	
USAR	65	±4	12	34	44	8	1	±5	2.5	±0.1	
USNR	67	±4	13	35	45	5	1	±6	2.5	±0.1	
USMCR	38	±6	16	36	44	3	0	±8	2.4	±0.2	
ANG	72	±3	12	33	49	5	1	±4	2.5	±0.1	
USAFR	68	±3	14	33	48	4	1	±3	2.5	±0.1	
Enlisted	62	±3	14	31	47	6	2	±3	2.5	±0.1	
E1 – E4	32	±5	15	25	45	10	4	±8	2.6	±0.2	
E5 – E9	81	±3	13	33	47	5	2	±3	2.5	±0.1	
Officers	82	±3	9	38	47	5	1	±4	2.5	±0.1	

Note. Percent responding are Reserve component members who answered the question and who have spent at least 5 years in military service (Q14).

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98. Continued	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
HISPANIC	57	±3	23	33	38	4	1	±4	2.3	±0.1	
ARNG	53	±6	22	30	40	7	1	±8	2.3	±0.2	
USAR	57	±5	23	35	35	4	2	±7	2.3	±0.2	
USNR	64	±7	25	36	37	1	1	±10	2.2	±0.2	
USMCR	30	±6	27	34	36	2	1	±10	2.2	±0.2	
ANG	74	±7	23	34	39	3	1	±10	2.2	±0.2	
USAFR	71	±9	20	34	44	1	1	±10	2.3	±0.2	
Enlisted	54	±4	23	32	39	5	1	±5	2.3	±0.1	
E1 – E4	25	±5	24	29	39	5	3	±11	2.3	±0.3	
E5 – E9	78	±4	23	33	39	4	1	±5	2.3	±0.1	
Officers	83	±4	22	38	36	3	1	±5	2.2	±0.1	
AIAN	47	±11	21	49	27	2	2	±15	2.2	±0.2	
ARNG	38	±15	NR	NR	23	2	4	±13	2.1	±0.4	
USAR	45	±23	7	NR	NR	3	0	±7	2.4	±0.3	
USNR	83	±11	14	NR	17	0	NR	±14	2.0	±0.1	
ANG	53	±33	13	NR	NR	1	1	±13	2.1	±0.2	
USAFR	80	±10	NR	NR	31	2	0	±16	2.0	±0.4	
Enlisted	43	±11	22	48	26	2	2	±18	2.1	±0.3	
Officers	85	±8	16	NR	30	2	NR	±14	2.3	±0.3	
ASIAN	54	±5	24	34	38	3	1	±7	2.2	±0.2	
ARNG	48	±11	13	39	44	3	1	±17	2.4	±0.2	
USAR	51	±8	28	28	42	2	1	±16	2.2	±0.3	
USNR	66	±8	31	32	29	NR	0	±14	2.1	±0.4	
USMCR	22	±8	12	31	52	4	NR	±13	2.5	±0.2	
ANG	70	±4	21	35	42	2	0	±6	2.3	±0.1	
USAFR	71	±12	NR	36	25	2	0	±17	1.9	±0.3	
Enlisted	49	±6	27	32	37	4	1	±8	2.2	±0.2	
Officers	78	±4	16	41	41	1	1	±6	2.3	±0.1	
NHPI	62	±11	31	33	32	4	1	±14	2.1	±0.3	
ARNG	62	±24	NR	NR	NR	NR	1	±5	2.2	±0.5	
USAR	55	±7	32	26	34	NR	1	±8	2.2	±0.3	
USNR	36	±27	NR	NR	22	NR	NR	±18	2.1	±0.3	
ANG	78	±11	NR	NR	NR	1	NR	±2	NR		
USAFR	72	±9	27	37	31	4	1	±14	2.1	±0.3	
Enlisted	59	±12	33	30	32	5	1	±17	2.1	±0.3	
Officers	87	±7	NR	NR	31	1	1	±18	2.2	±0.3	
TWO OR MORE RACES	57	±9	16	37	44	2	1	±12	2.3	±0.2	
ARNG	58	±15	NR	NR	NR	0	0	±1	2.3	±0.4	
USAR	40	±18	7	NR	NR	6	1	±10	2.4	±0.3	
USNR	70	±11	10	NR	NR	2	3	±7	2.5	±0.3	
USMCR	27	±21	NR	NR	NR	NR	NR	±0	NR		
ANG	66	±16	NR	NR	NR	1	0	±3	2.2	±0.4	
USAFR	70	±15	6	NR	NR	2	0	±5	2.5	±0.3	
Enlisted	53	±10	16	37	45	1	1	±14	2.3	±0.3	
Officers	84	±7	14	39	43	4	0	±12	2.4	±0.2	
USCGR	68	±4	16	41	41	2	0	±5	2.3	±0.1	
White	69	±4	16	40	43	1	0	±5	2.3	±0.1	
Black	77	±13	15	44	39	NR	NR	±16	2.3	±0.3	
Hispanic	71	±10	21	44	26	5	3	±13	2.2	±0.3	
Other Race/Ethnicity	56	±9	21	41	37	1	0	±12	2.2	±0.2	
Enlisted	65	±4	18	41	39	2	0	±5	2.3	±0.1	
E1 – E4	37	±7	17	37	44	NR	NR	±12	2.3	±0.2	
E5 – E9	87	±4	18	42	37	2	1	±6	2.2	±0.1	
Officers	86	±5	11	40	47	2	0	±7	2.4	±0.1	

NR: Not reportable

**99. In your opinion, have race/ethnic relations overall in the military gotten better or worse over the last 5 years?**

1. Worse today

2. About the same as 5 years ago

3. Better today

	Percent Responding		Percentages			Max ME
			1	2	3	
TOTAL DOD	62	±2	4	45	52	±2
ARNG	57	±2	4	46	50	±3
USAR	61	±3	5	44	51	±4
USNR	74	±3	2	41	57	±4
USMCR	30	±3	1	50	49	±7
ANG	74	±3	2	42	56	±5
USAFR	75	±3	3	47	50	±5
Enlisted	57	±2	4	45	51	±3
E1 – E4	26	±3	6	44	50	±5
E5 – E9	82	±2	3	45	52	±3
Officers	86	±2	2	44	54	±2
O1 – O3	74	±3	3	47	50	±3
O4 – O6	94	±2	2	43	55	±3
Male	63	±2	3	43	54	±2
Female	58	±3	6	52	42	±4
AGR/FTS/AR	83	±3	3	44	53	±5
Other Selected Reserve	60	±2	4	45	52	±2
Reserve Unit	59	±2	4	45	51	±2
Military Technician	77	±4	3	42	55	±6
IMA	91	±3	2	45	53	±6
Not Activated Past 12 Months	62	±2	3	44	53	±2
Activated Past 12 Months	60	±4	4	49	46	±5
Not Deployed Past 12 Months	61	±2	3	45	52	±2
Deployed Past 12 Months	66	±3	4	45	51	±4
Deployed OIF/OEF	65	±4	4	47	49	±4
WHITE	63	±2	3	43	54	±3
ARNG	57	±3	3	45	51	±4
USAR	63	±4	4	41	55	±6
USNR	78	±4	1	38	61	±6
USMCR	29	±4	1	52	47	±10
ANG	74	±4	1	41	58	±6
USAFR	78	±4	3	44	53	±6
Enlisted	58	±2	3	43	54	±3
E1 – E4	25	±3	6	41	53	±7
E5 – E9	83	±3	2	43	54	±4
Officers	87	±2	2	43	55	±3
BLACK	64	±2	7	55	38	±3
ARNG	61	±4	7	56	37	±6
USAR	65	±4	7	55	38	±5
USNR	66	±4	5	51	45	±5
USMCR	38	±6	3	49	48	±8
ANG	73	±3	6	57	37	±4
USAFR	68	±3	5	59	37	±3
Enlisted	62	±3	7	56	38	±3
E1 – E4	33	±5	9	55	36	±8
E5 – E9	81	±3	6	56	38	±3
Officers	82	±3	5	54	40	±4

Note. Percent responding are Reserve component members who answered the question and who have spent at least 5 years in military service (Q14).

99. Continued	Percent Responding		Percentages			Max ME
			1	2	3	
HISPANIC	57	±3	5	44	52	±4
ARNG	53	±6	6	42	51	±8
USAR	57	±5	6	43	52	±7
USNR	66	±7	2	49	50	±9
USMCR	30	±6	3	36	61	±9
ANG	72	±8	3	44	54	±9
USAFR	70	±9	2	49	48	±10
Enlisted	54	±4	5	44	51	±5
E1 – E4	25	±5	5	43	53	±11
E5 – E9	79	±4	5	45	50	±5
Officers	83	±4	3	40	57	±5
AIAN	47	±11	2	41	57	±13
ARNG	38	±15	3	NR	NR	±5
USAR	43	±23	3	NR	NR	±4
USNR	83	±11	1	18	81	±15
ANG	53	±33	2	NR	NR	±4
USAFR	81	±10	1	37	63	±17
Enlisted	43	±11	2	43	55	±15
Officers	86	±8	5	32	63	±14
ASIAN	54	±5	4	41	55	±6
ARNG	48	±11	3	38	59	±15
USAR	51	±8	5	41	54	±10
USNR	67	±8	NR	33	59	±13
USMCR	22	±8	1	59	40	±13
ANG	70	±4	3	44	53	±6
USAFR	71	±12	2	NR	NR	±2
Enlisted	49	±6	4	39	56	±8
Officers	78	±4	3	44	53	±6
NHPI	62	±11	4	33	63	±14
ARNG	62	±24	NR	NR	NR	
USAR	55	±7	4	37	59	±8
USNR	35	±27	NR	NR	NR	
ANG	78	±11	0	24	75	±18
USAFR	71	±9	5	30	65	±13
Enlisted	59	±12	4	32	64	±16
Officers	87	±7	3	NR	NR	±4
TWO OR MORE RACES	57	±9	5	44	51	±12
ARNG	58	±15	1	NR	NR	±2
USAR	40	±18	5	NR	NR	±10
USNR	70	±11	7	NR	NR	±7
USMCR	27	±21	NR	NR	NR	
ANG	66	±16	NR	NR	NR	
USAFR	71	±15	2	NR	NR	±3
Enlisted	53	±10	5	44	51	±14
Officers	84	±7	4	46	50	±12
USCGR	68	±4	2	48	50	±5
White	68	±4	2	49	49	±5
Black	79	±12	NR	44	56	±16
Hispanic	71	±10	6	38	55	±13
Other Race/Ethnicity	56	±9	2	47	51	±11
Enlisted	64	±4	2	47	51	±5
E1 – E4	36	±7	NR	59	40	±13
E5 – E9	86	±4	2	43	55	±6
Officers	86	±5	2	50	48	±7

NR: Not reportable

**100. In your opinion, have opportunities in the military gotten better or worse over the last 5 years for...****a. Blacks or African Americans?**1. Much worse  
4. Better2. Worse  
5. Much better

3. Neither better or worse

	Percent Responding		Percentages					Max ME	Average Opportunity		
			1	2	3	4	5				
TOTAL DOD	61	±2	0	1	49	35	14	±2	3.6	±0.1	
ARNG	56	±2	0	2	49	34	14	±3	3.6	±0.1	
USAR	61	±3	0	2	46	36	16	±4	3.7	±0.1	
USNR	73	±3	0	1	48	37	14	±4	3.6	±0.1	
USMCR	30	±3	0	0	59	30	11	±7	3.5	±0.1	
ANG	73	±3	0	1	51	34	15	±5	3.6	±0.1	
USAFR	75	±3	0	2	52	36	10	±5	3.5	±0.1	
Enlisted	57	±2	0	2	49	34	15	±3	3.6	±0.1	
E1 – E4	25	±3	1	2	50	31	16	±5	3.6	±0.1	
E5 – E9	81	±2	0	2	49	35	14	±3	3.6	±0.1	
Officers	86	±2	0	1	48	39	12	±2	3.6	±0.1	
O1 – O3	73	±3	0	1	50	35	13	±4	3.6	±0.1	
O4 – O6	93	±2	0	1	47	40	12	±3	3.6	±0.1	
Male	62	±2	0	1	48	36	15	±2	3.6	±0.1	
Female	57	±3	1	3	56	30	10	±4	3.5	±0.1	
AGR/FTS/AR	82	±3	0	2	47	38	12	±5	3.6	±0.1	
Other Selected Reserve	59	±2	0	1	49	35	14	±2	3.6	±0.1	
Reserve Unit	59	±2	0	1	49	35	14	±2	3.6	±0.1	
Military Technician	76	±4	0	2	49	34	15	±6	3.6	±0.1	
IMA	91	±3	0	1	53	34	12	±6	3.6	±0.1	
Not Activated Past 12 Months	62	±2	0	1	49	35	14	±2	3.6	±0.1	
Activated Past 12 Months	60	±4	1	1	53	31	14	±5	3.6	±0.1	
Not Deployed Past 12 Months	60	±2	0	1	49	36	13	±2	3.6	±0.1	
Deployed Past 12 Months	65	±3	0	2	49	32	17	±4	3.6	±0.1	
Deployed OIF/OEF	64	±4	0	2	49	33	16	±4	3.6	±0.1	
WHITE	62	±2	0	1	50	34	15	±3	3.6	±0.1	
ARNG	57	±3	0	1	51	34	14	±4	3.6	±0.1	
USAR	62	±4	0	1	44	35	20	±6	3.7	±0.1	
USNR	77	±4	0	0	48	37	15	±6	3.7	±0.1	
USMCR	29	±4	0	0	62	29	9	±10	3.5	±0.2	
ANG	73	±4	0	0	51	33	16	±6	3.6	±0.1	
USAFR	78	±4	0	1	51	36	11	±6	3.6	±0.1	
Enlisted	57	±2	0	1	50	33	16	±3	3.6	±0.1	
E1 – E4	25	±3	0	1	49	31	18	±7	3.7	±0.2	
E5 – E9	82	±3	0	1	51	33	15	±4	3.6	±0.1	
Officers	87	±2	0	1	48	39	12	±3	3.6	±0.1	
BLACK	64	±2	2	5	49	34	9	±3	3.4	±0.1	
ARNG	61	±4	3	5	46	34	12	±5	3.5	±0.1	
USAR	65	±4	1	5	51	35	8	±5	3.4	±0.1	
USNR	67	±4	1	6	50	34	8	±6	3.4	±0.1	
USMCR	39	±7	0	2	49	34	14	±8	3.6	±0.2	
ANG	73	±3	1	6	55	32	6	±4	3.4	±0.1	
USAFR	68	±3	2	6	53	33	6	±3	3.4	±0.1	
Enlisted	61	±3	2	6	49	34	10	±3	3.4	±0.1	
E1 – E4	33	±5	5	5	58	26	7	±8	3.2	±0.2	
E5 – E9	80	±3	1	6	47	36	10	±3	3.5	±0.1	
Officers	82	±3	1	5	51	37	6	±4	3.4	±0.1	

Note. Percent responding are Reserve component members who answered the question and who have spent at least 5 years in military service (Q14).

2007 Workplace and Equal Opportunity Survey of Reserve Component Members

100a. Continued	Percent Responding		Percentages					Max ME	Average Opportunity		
			1	2	3	4	5				
HISPANIC	56	±3	0	2	45	38	15	±4	3.6	±0.1	
ARNG	52	±6	0	2	42	38	17	±8	3.7	±0.2	
USAR	56	±5	0	3	47	37	13	±7	3.6	±0.2	
USNR	64	±7	0	1	45	43	11	±10	3.6	±0.1	
USMCR	30	±6	0	0	46	39	15	±10	3.7	±0.2	
ANG	72	±8	0	2	43	40	15	±11	3.7	±0.2	
USAFR	70	±9	0	1	51	36	12	±10	3.6	±0.2	
Enlisted	53	±4	0	2	45	38	14	±5	3.6	±0.1	
E1 – E4	25	±5	0	1	48	36	15	±11	3.7	±0.2	
E5 – E9	77	±4	0	2	45	39	14	±5	3.6	±0.1	
Officers	82	±4	1	1	42	38	18	±5	3.7	±0.1	
AIAN	48	±11	0	1	51	30	18	±15	3.7	±0.3	
ARNG	38	±15	0	1	NR	21	NR	±13	3.8	±0.5	
USAR	45	±23	0	0	NR	NR	8	±8	3.6	±0.3	
USNR	66	±26	0	0	NR	20	11	±14	3.4	±0.3	
ANG	71	±30	0	1	NR	NR	8	±9	NR		
USAFR	68	±19	0	2	NR	NR	12	±8	3.6	±0.2	
Enlisted	44	±12	0	1	NR	29	NR	±16	3.6	±0.3	
Officers	81	±11	0	1	47	36	16	±16	3.7	±0.3	
ASIAN	54	±5	0	1	45	41	13	±7	3.7	±0.1	
ARNG	48	±11	0	1	45	43	11	±16	3.6	±0.2	
USAR	51	±8	0	1	39	46	14	±12	3.7	±0.1	
USNR	66	±8	0	1	36	42	20	±14	3.8	±0.2	
USMCR	22	±8	NR	NR	65	25	10	±13	3.4	±0.2	
ANG	70	±4	0	1	51	36	12	±6	3.6	±0.1	
USAFR	70	±12	0	0	59	33	8	±17	3.5	±0.2	
Enlisted	49	±6	0	1	44	42	12	±9	3.7	±0.1	
Officers	78	±4	0	1	48	36	15	±6	3.7	±0.1	
NHPI	62	±11	0	0	37	47	16	±14	3.8	±0.2	
ARNG	62	±24	NR	NR	NR	NR	NR		3.9	±0.3	
USAR	56	±7	0	0	41	40	19	±9	3.8	±0.1	
USNR	36	±27	NR	NR	NR	NR	16	±16	3.8	±0.3	
ANG	78	±11	NR	NR	NR	NR	10	±12	3.7	±0.3	
USAFR	69	±10	NR	0	46	42	12	±13	3.6	±0.2	
Enlisted	59	±12	0	0	33	50	17	±15	3.8	±0.2	
Officers	87	±7	NR	0	NR	29	NR	±18	3.6	±0.3	
TWO OR MORE RACES	57	±9	0	1	57	32	10	±12	3.5	±0.2	
ARNG	58	±15	NR	NR	NR	NR	NR		3.5	±0.3	
USAR	40	±19	0	3	NR	NR	5	±5	3.6	±0.3	
USNR	69	±11	0	3	66	25	5	±17	3.3	±0.2	
USMCR	27	±21	NR	NR	NR	NR	NR		3.1	±0.3	
ANG	65	±17	0	0	NR	20	NR	±14	NR		
USAFR	71	±15	1	1	NR	NR	3	±4	3.4	±0.3	
Enlisted	53	±10	0	1	58	30	11	±14	3.5	±0.2	
Officers	84	±7	0	1	53	40	6	±12	3.5	±0.2	
USCGR	68	±4	0	1	52	36	11	±5	3.6	±0.1	
White	68	±4	0	0	54	35	11	±5	3.6	±0.1	
Black	81	±12	NR	NR	40	NR	NR	±16	3.6	±0.3	
Hispanic	70	±10	NR	5	46	32	16	±13	3.6	±0.3	
Other Race/Ethnicity	56	±9	0	0	49	44	7	±11	3.6	±0.2	
Enlisted	65	±4	0	1	52	36	11	±5	3.6	±0.1	
E1 – E4	37	±7	NR	NR	64	22	14	±12	3.5	±0.2	
E5 – E9	87	±4	0	1	49	41	10	±6	3.6	±0.1	
Officers	85	±5	0	1	52	36	11	±7	3.6	±0.1	

NR: Not reportable

**100. In your opinion, have opportunities in the military gotten better or worse over the last 5 years for...****b. American Indians or Alaska Natives?**1. Much worse  
4. Better2. Worse  
5. Much better

3. Neither better or worse

	Percent Responding		Percentages					Max ME	Average Opportunity		
			1	2	3	4	5				
<b>TOTAL DOD</b>	61	±2	0	1	58	30	10	±2	3.5	±0.1	
ARNG	56	±2	1	2	57	31	10	±3	3.5	±0.1	
USAR	60	±3	0	1	57	30	11	±4	3.5	±0.1	
USNR	73	±3	1	1	56	32	11	±4	3.5	±0.1	
USMCR	30	±3	0	0	64	26	9	±7	3.4	±0.1	
ANG	73	±3	0	1	59	29	11	±5	3.5	±0.1	
USAFR	75	±3	0	2	60	30	7	±5	3.4	±0.1	
Enlisted	57	±2	0	1	58	30	10	±3	3.5	±0.1	
E1 – E4	25	±3	1	1	58	28	11	±5	3.5	±0.1	
E5 – E9	80	±2	0	2	58	30	10	±3	3.5	±0.1	
Officers	85	±2	0	1	57	33	10	±2	3.5	±0.1	
O1 – O3	73	±3	0	1	58	30	10	±4	3.5	±0.1	
O4 – O6	93	±2	0	1	56	34	9	±3	3.5	±0.1	
Male	62	±2	0	1	57	31	11	±2	3.5	±0.1	
Female	57	±3	0	2	64	26	8	±4	3.4	±0.1	
AGR/FTS/AR	82	±3	0	2	54	34	10	±5	3.5	±0.1	
Other Selected Reserve	59	±2	0	1	58	30	10	±2	3.5	±0.1	
Reserve Unit	58	±2	0	1	58	30	10	±2	3.5	±0.1	
Military Technician	75	±4	1	2	55	32	11	±6	3.5	±0.1	
IMA	91	±3	0	1	59	31	9	±6	3.5	±0.1	
Not Activated Past 12 Months	62	±2	0	1	58	30	10	±2	3.5	±0.1	
Activated Past 12 Months	60	±4	0	2	61	27	11	±5	3.5	±0.1	
Not Deployed Past 12 Months	60	±2	0	1	58	31	10	±2	3.5	±0.1	
Deployed Past 12 Months	65	±3	0	2	57	29	12	±4	3.5	±0.1	
Deployed OIF/OEF	64	±4	0	2	56	30	12	±4	3.5	±0.1	
<b>WHITE</b>	62	±2	0	1	58	30	11	±3	3.5	±0.1	
ARNG	57	±3	0	1	59	30	10	±4	3.5	±0.1	
USAR	62	±4	0	1	57	29	13	±6	3.5	±0.1	
USNR	78	±4	1	0	56	32	12	±6	3.5	±0.1	
USMCR	29	±4	0	0	67	25	8	±9	3.4	±0.2	
ANG	73	±4	0	0	59	28	12	±6	3.5	±0.1	
USAFR	78	±4	0	2	59	32	7	±6	3.4	±0.1	
Enlisted	57	±2	0	1	59	29	11	±3	3.5	±0.1	
E1 – E4	25	±3	1	0	59	28	12	±7	3.5	±0.2	
E5 – E9	81	±3	0	1	59	29	10	±4	3.5	±0.1	
Officers	87	±2	0	1	57	33	10	±3	3.5	±0.1	
<b>BLACK</b>	62	±2	1	3	58	30	7	±3	3.4	±0.1	
ARNG	59	±4	2	4	53	31	10	±6	3.4	±0.1	
USAR	64	±4	0	2	61	31	6	±5	3.4	±0.1	
USNR	66	±4	1	3	58	30	8	±6	3.4	±0.1	
USMCR	39	±7	0	1	59	28	12	±8	3.5	±0.2	
ANG	71	±3	0	2	66	26	5	±4	3.3	±0.1	
USAFR	67	±3	1	4	61	28	5	±3	3.3	±0.1	
Enlisted	60	±3	1	3	58	30	8	±3	3.4	±0.1	
E1 – E4	32	±5	3	3	64	24	6	±8	3.3	±0.2	
E5 – E9	79	±3	1	3	56	32	8	±4	3.4	±0.1	
Officers	80	±3	0	3	62	30	5	±3	3.4	±0.1	

Note. Percent responding are Reserve component members who answered the question and who have spent at least 5 years in military service (Q14).



2007 Workplace and Equal Opportunity Survey of Reserve Component Members

100b. Continued	Percent Responding		Percentages					Max ME	Average Opportunity		
			1	2	3	4	5				
HISPANIC	56	±3	0	2	54	32	12	±4	3.5	±0.1	
ARNG	52	±6	0	3	51	31	15	±8	3.6	±0.2	
USAR	57	±5	0	2	54	32	11	±8	3.5	±0.2	
USNR	64	±7	0	1	56	35	7	±9	3.5	±0.1	
USMCR	30	±6	0	0	53	33	13	±10	3.6	±0.2	
ANG	72	±8	0	1	54	32	12	±11	3.6	±0.2	
USAFR	70	±9	0	1	64	26	9	±8	3.4	±0.1	
Enlisted	54	±4	0	2	55	31	12	±5	3.5	±0.1	
E1 – E4	26	±5	0	0	57	30	13	±11	3.5	±0.2	
E5 – E9	77	±4	0	3	54	32	11	±5	3.5	±0.1	
Officers	82	±4	0	2	52	32	14	±5	3.6	±0.1	
AIAN	47	±11	1	3	57	29	9	±15	3.4	±0.3	
ARNG	38	±15	3	2	NR	NR	NR	±7	3.5	±0.4	
USAR	45	±23	1	NR	NR	NR	3	±4	NR		
USNR	66	±26	0	1	75	16	8	±16	3.3	±0.2	
ANG	71	±30	0	2	NR	NR	5	±6	NR		
USAFR	67	±19	0	2	NR	NR	6	±6	3.4	±0.2	
Enlisted	44	±12	1	3	57	29	NR	±18	3.5	±0.3	
Officers	80	±11	NR	3	59	29	4	±17	3.2	±0.3	
ASIAN	54	±5	1	1	51	38	9	±7	3.5	±0.1	
ARNG	48	±11	0	2	51	41	5	±16	3.5	±0.2	
USAR	50	±8	NR	1	47	42	8	±12	3.5	±0.2	
USNR	66	±8	0	1	40	42	18	±15	3.8	±0.2	
USMCR	22	±8	NR	2	69	25	4	±13	3.3	±0.2	
ANG	70	±4	0	1	58	30	11	±5	3.5	±0.1	
USAFR	70	±12	0	0	63	30	6	±18	3.4	±0.2	
Enlisted	49	±6	0	1	49	40	9	±9	3.6	±0.1	
Officers	78	±4	NR	1	56	34	7	±6	3.4	±0.2	
NHPI	62	±11	0	0	48	37	14	±15	3.7	±0.2	
ARNG	62	±24	NR	NR	NR	NR	NR		3.7	±0.4	
USAR	55	±7	1	0	45	38	15	±9	3.7	±0.2	
USNR	36	±27	NR	NR	NR	NR	12	±15	3.6	±0.3	
ANG	77	±11	NR	NR	NR	NR	8	±11	3.6	±0.3	
USAFR	71	±9	NR	0	55	36	8	±14	3.5	±0.2	
Enlisted	59	±12	0	0	46	39	15	±17	3.7	±0.2	
Officers	86	±7	NR	1	NR	26	NR	±18	3.5	±0.3	
TWO OR MORE RACES	57	±9	0	4	67	22	7	±12	3.3	±0.2	
ARNG	58	±15	0	NR	NR	NR	NR	±1	3.4	±0.4	
USAR	40	±18	1	1	NR	NR	2	±3	3.4	±0.3	
USNR	68	±12	0	2	74	20	4	±14	3.3	±0.2	
USMCR	27	±21	NR	NR	NR	NR	NR		3.1	±0.3	
ANG	65	±17	0	1	79	16	4	±15	3.2	±0.2	
USAFR	71	±15	0	2	81	13	4	±13	3.2	±0.2	
Enlisted	53	±10	0	NR	68	20	7	±14	3.3	±0.2	
Officers	84	±7	0	1	61	33	5	±12	3.4	±0.2	
USCGR	68	±4	1	1	62	29	8	±5	3.4	±0.1	
White	67	±4	0	0	64	28	7	±5	3.4	±0.1	
Black	81	±12	NR	NR	52	39	9	±16	3.6	±0.3	
Hispanic	70	±10	NR	3	52	30	13	±13	3.5	±0.3	
Other Race/Ethnicity	56	±9	0	1	59	36	3	±11	3.4	±0.2	
Enlisted	64	±4	1	1	61	30	7	±5	3.4	±0.1	
E1 – E4	37	±7	NR	NR	69	16	13	±12	3.4	±0.2	
E5 – E9	86	±4	0	1	59	35	5	±6	3.4	±0.1	
Officers	84	±5	0	1	63	27	9	±7	3.4	±0.1	

NR: Not reportable

**100. In your opinion, have opportunities in the military gotten better or worse over the last 5 years for...****c. Asians, Native Hawaiians or Pacific Islanders?**1. Much worse  
4. Better2. Worse  
5. Much better

3. Neither better or worse

	Percent Responding		Percentages					Max ME	Average Opportunity		
			1	2	3	4	5				
TOTAL DOD	61	±2	0	1	56	32	10	±2	3.5	±0.1	
ARNG	56	±2	0	1	56	32	10	±3	3.5	±0.1	
USAR	60	±3	0	1	54	34	11	±4	3.5	±0.1	
USNR	73	±3	1	1	54	33	11	±4	3.5	±0.1	
USMCR	30	±3	0	0	64	27	9	±7	3.4	±0.1	
ANG	73	±3	0	0	58	30	12	±5	3.5	±0.1	
USAFR	75	±3	0	2	58	32	8	±5	3.5	±0.1	
Enlisted	57	±2	0	1	56	32	11	±3	3.5	±0.1	
E1 – E4	25	±3	1	1	56	31	11	±5	3.5	±0.1	
E5 – E9	80	±2	0	1	57	32	10	±3	3.5	±0.1	
Officers	85	±2	0	1	56	34	10	±2	3.5	±0.1	
O1 – O3	73	±3	0	1	58	30	11	±4	3.5	±0.1	
O4 – O6	93	±2	0	1	55	35	9	±3	3.5	±0.1	
Male	62	±2	0	1	55	33	11	±2	3.5	±0.1	
Female	57	±3	0	1	62	28	8	±4	3.4	±0.1	
AGR/FTS/AR	82	±3	0	1	53	36	10	±5	3.5	±0.1	
Other Selected Reserve	59	±2	0	1	57	32	10	±2	3.5	±0.1	
Reserve Unit	59	±2	0	1	57	31	10	±2	3.5	±0.1	
Military Technician	76	±4	1	2	54	33	11	±6	3.5	±0.1	
IMA	91	±3	0	1	57	32	9	±6	3.5	±0.1	
Not Activated Past 12 Months	62	±2	0	1	56	32	10	±2	3.5	±0.1	
Activated Past 12 Months	60	±4	0	1	60	28	10	±5	3.5	±0.1	
Not Deployed Past 12 Months	60	±2	0	1	57	32	10	±2	3.5	±0.1	
Deployed Past 12 Months	64	±3	0	1	56	31	12	±4	3.5	±0.1	
Deployed OIF/OEF	64	±4	0	1	56	32	11	±4	3.5	±0.1	
WHITE	62	±2	0	1	57	31	11	±3	3.5	±0.1	
ARNG	57	±3	0	1	58	31	9	±4	3.5	±0.1	
USAR	62	±4	0	0	54	33	13	±6	3.6	±0.1	
USNR	77	±4	1	0	54	33	12	±6	3.6	±0.1	
USMCR	29	±4	0	0	66	25	8	±9	3.4	±0.2	
ANG	73	±4	0	0	58	29	13	±6	3.5	±0.1	
USAFR	78	±4	0	2	57	34	8	±6	3.5	±0.1	
Enlisted	57	±2	0	1	58	31	11	±3	3.5	±0.1	
E1 – E4	25	±3	1	0	57	31	11	±7	3.5	±0.1	
E5 – E9	82	±3	0	1	58	31	11	±4	3.5	±0.1	
Officers	87	±2	0	0	56	34	10	±3	3.5	±0.1	
BLACK	62	±2	1	3	56	32	8	±3	3.4	±0.1	
ARNG	59	±4	2	3	51	32	11	±6	3.5	±0.1	
USAR	64	±4	0	2	58	34	6	±5	3.4	±0.1	
USNR	66	±4	1	2	56	31	9	±6	3.5	±0.1	
USMCR	39	±7	0	1	57	30	12	±8	3.5	±0.2	
ANG	72	±3	0	2	61	30	6	±4	3.4	±0.1	
USAFR	66	±3	1	3	59	31	6	±3	3.4	±0.1	
Enlisted	60	±3	1	3	56	32	9	±3	3.4	±0.1	
E1 – E4	32	±5	2	3	62	25	8	±8	3.3	±0.2	
E5 – E9	79	±3	1	3	54	34	9	±4	3.5	±0.1	
Officers	81	±3	0	1	59	34	6	±3	3.4	±0.1	

Note. Percent responding are Reserve component members who answered the question and who have spent at least 5 years in military service (Q14).

2007 Workplace and Equal Opportunity Survey of Reserve Component Members

100c. Continued	Percent Responding		Percentages					Max ME	Average Opportunity		
			1	2	3	4	5				
HISPANIC	56	±3	0	1	53	35	11	±4	3.6	±0.1	
ARNG	52	±6	0	1	49	36	13	±8	3.6	±0.2	
USAR	56	±5	0	2	53	34	10	±8	3.5	±0.1	
USNR	64	±7	0	1	54	37	8	±9	3.5	±0.1	
USMCR	30	±6	0	0	53	33	14	±10	3.6	±0.2	
ANG	72	±8	0	1	52	35	12	±11	3.6	±0.2	
USAFR	70	±9	0	0	61	29	10	±9	3.5	±0.1	
Enlisted	53	±4	0	1	53	35	11	±5	3.5	±0.1	
E1 – E4	25	±5	0	0	55	34	10	±11	3.5	±0.2	
E5 – E9	77	±4	0	2	52	35	11	±5	3.5	±0.1	
Officers	82	±4	0	1	51	34	13	±5	3.6	±0.1	
AIAN	48	±11	0	1	58	31	9	±15	3.5	±0.2	
ARNG	38	±15	0	1	NR	NR	NR	±1	3.6	±0.4	
USAR	45	±23	0	NR	NR	NR	4	±5	NR		
USNR	66	±26	0	0	73	17	9	±17	3.3	±0.2	
ANG	71	±30	0	0	NR	NR	5	±7	NR		
USAFR	67	±19	0	0	NR	NR	9	±7	3.5	±0.2	
Enlisted	44	±12	0	1	57	31	NR	±18	3.5	±0.3	
Officers	81	±11	0	1	63	31	5	±17	3.4	±0.2	
ASIAN	54	±5	1	3	51	38	8	±7	3.5	±0.1	
ARNG	48	±11	1	2	52	40	6	±16	3.5	±0.2	
USAR	51	±8	2	3	45	42	8	±13	3.5	±0.2	
USNR	65	±8	0	NR	41	41	11	±13	3.5	±0.3	
USMCR	22	±8	NR	3	68	25	4	±13	3.3	±0.2	
ANG	69	±4	0	2	56	32	10	±5	3.5	±0.1	
USAFR	70	±12	1	1	62	31	6	±18	3.4	±0.2	
Enlisted	49	±6	0	3	49	40	8	±9	3.5	±0.1	
Officers	78	±4	2	4	57	32	6	±8	3.4	±0.2	
NHPI	62	±11	0	1	47	37	14	±15	3.6	±0.2	
ARNG	62	±24	NR	NR	NR	NR	NR		3.7	±0.4	
USAR	56	±7	1	1	45	40	13	±9	3.6	±0.2	
USNR	36	±27	NR	NR	NR	NR	8	±14	3.6	±0.3	
ANG	78	±11	0	2	NR	NR	9	±11	3.6	±0.3	
USAFR	71	±9	NR	2	54	33	11	±14	3.5	±0.2	
Enlisted	59	±12	0	1	45	39	14	±16	3.7	±0.2	
Officers	87	±7	NR	0	NR	27	NR	±18	3.5	±0.3	
TWO OR MORE RACES	57	±9	0	1	61	26	12	±12	3.5	±0.2	
ARNG	58	±15	0	NR	NR	NR	NR	±1	3.5	±0.3	
USAR	40	±19	0	1	NR	NR	NR	±3	NR		
USNR	64	±13	0	1	70	23	5	±16	3.3	±0.2	
USMCR	27	±21	NR	NR	NR	NR	NR		3.1	±0.3	
ANG	65	±17	0	1	NR	19	NR	±14	NR		
USAFR	70	±15	0	1	79	15	5	±14	3.2	±0.2	
Enlisted	53	±10	0	0	62	24	13	±14	3.5	±0.3	
Officers	82	±7	0	1	60	34	5	±12	3.4	±0.2	
USCGR	68	±4	0	0	61	30	8	±5	3.5	±0.1	
White	68	±4	0	0	63	29	8	±5	3.4	±0.1	
Black	79	±12	NR	NR	NR	43	9	±16	3.6	±0.3	
Hispanic	70	±10	NR	3	54	29	15	±13	3.5	±0.3	
Other Race/Ethnicity	56	±9	0	2	53	41	4	±11	3.5	±0.2	
Enlisted	64	±4	0	0	61	31	8	±5	3.5	±0.1	
E1 – E4	37	±7	NR	NR	70	17	13	±12	3.4	±0.2	
E5 – E9	86	±4	0	0	57	36	6	±6	3.5	±0.1	
Officers	85	±5	0	1	62	28	9	±7	3.5	±0.1	

NR: Not reportable

## 100. In your opinion, have opportunities in the military gotten better or worse over the last 5 years for...

## d. Spanish/Hispanic/Latinos?

1. Much worse  
4. Better2. Worse  
5. Much better

3. Neither better or worse

	Percent Responding		Percentages					Max ME	Average Opportunity		
			1	2	3	4	5				
TOTAL DOD	61	±2	0	2	50	34	13	±2	3.6	±0.1	
ARNG	56	±2	1	3	50	33	13	±3	3.6	±0.1	
USAR	61	±3	0	2	47	36	15	±4	3.6	±0.1	
USNR	72	±3	0	2	50	35	13	±4	3.6	±0.1	
USMCR	30	±3	0	1	59	30	10	±7	3.5	±0.1	
ANG	72	±3	0	2	53	33	13	±5	3.6	±0.1	
USAFR	74	±3	0	2	53	35	10	±5	3.5	±0.1	
Enlisted	57	±2	0	2	51	33	13	±3	3.6	±0.1	
E1 – E4	25	±3	0	3	52	29	15	±5	3.6	±0.1	
E5 – E9	80	±2	0	2	50	34	13	±3	3.6	±0.1	
Officers	85	±2	0	1	50	37	11	±2	3.6	±0.1	
O1 – O3	73	±3	0	1	52	34	13	±4	3.6	±0.1	
O4 – O6	93	±2	0	1	49	39	11	±3	3.6	±0.1	
Male	62	±2	0	2	49	35	14	±2	3.6	±0.1	
Female	56	±3	0	3	56	31	10	±4	3.5	±0.1	
AGR/FTS/AR	82	±3	0	2	47	39	11	±5	3.6	±0.1	
Other Selected Reserve	59	±2	0	2	51	33	13	±2	3.6	±0.1	
Reserve Unit	58	±2	0	2	51	33	13	±2	3.6	±0.1	
Military Technician	75	±4	0	3	49	34	14	±6	3.6	±0.1	
IMA	90	±3	1	1	52	34	12	±6	3.6	±0.1	
Not Activated Past 12 Months	62	±2	0	2	51	34	13	±2	3.6	±0.1	
Activated Past 12 Months	60	±4	0	3	54	31	12	±5	3.5	±0.1	
Not Deployed Past 12 Months	60	±2	0	2	50	35	12	±2	3.6	±0.1	
Deployed Past 12 Months	64	±3	1	2	50	32	15	±4	3.6	±0.1	
Deployed OIF/OEF	64	±4	1	2	50	32	14	±4	3.6	±0.1	
WHITE	62	±2	0	2	51	33	14	±3	3.6	±0.1	
ARNG	57	±3	0	2	53	32	13	±4	3.6	±0.1	
USAR	62	±4	0	1	46	36	17	±6	3.7	±0.1	
USNR	77	±4	0	1	51	34	14	±6	3.6	±0.1	
USMCR	29	±4	0	0	64	27	9	±10	3.5	±0.2	
ANG	73	±4	0	1	53	32	13	±6	3.6	±0.1	
USAFR	77	±4	0	2	52	36	10	±6	3.5	±0.1	
Enlisted	57	±2	0	2	52	32	14	±3	3.6	±0.1	
E1 – E4	25	±3	0	3	52	28	17	±7	3.6	±0.2	
E5 – E9	81	±3	0	2	52	33	14	±4	3.6	±0.1	
Officers	86	±2	0	1	50	37	12	±3	3.6	±0.1	
BLACK	62	±2	1	4	50	35	10	±3	3.5	±0.1	
ARNG	58	±4	2	5	45	35	13	±6	3.5	±0.1	
USAR	63	±4	0	3	53	35	9	±5	3.5	±0.1	
USNR	66	±4	1	3	49	37	10	±6	3.5	±0.1	
USMCR	39	±7	1	1	44	41	12	±8	3.6	±0.2	
ANG	72	±3	1	3	54	35	7	±4	3.4	±0.1	
USAFR	66	±3	1	4	51	35	9	±4	3.5	±0.1	
Enlisted	60	±3	1	4	50	35	11	±3	3.5	±0.1	
E1 – E4	31	±5	2	4	59	25	10	±8	3.4	±0.2	
E5 – E9	78	±3	1	4	47	37	11	±4	3.5	±0.1	
Officers	81	±3	1	3	50	39	7	±3	3.5	±0.1	

Note. Percent responding are Reserve component members who answered the question and who have spent at least 5 years in military service (Q14).

## 2007 Workplace and Equal Opportunity Survey of Reserve Component Members

100d. Continued	Percent Responding		Percentages					Max ME	Average Opportunity		
			1	2	3	4	5				
HISPANIC	56	±3	1	4	45	36	13	±4	3.6	±0.1	
ARNG	53	±6	NR	4	39	38	17	±8	3.6	±0.2	
USAR	57	±5	1	6	48	34	12	±7	3.5	±0.2	
USNR	64	±7	1	5	49	36	9	±9	3.5	±0.2	
USMCR	30	±6	2	2	46	37	14	±10	3.6	±0.2	
ANG	72	±8	2	2	47	37	12	±11	3.6	±0.2	
USAFR	70	±9	1	2	53	35	9	±10	3.5	±0.2	
Enlisted	54	±4	1	4	45	36	13	±5	3.5	±0.1	
E1 – E4	26	±5	0	2	46	37	15	±11	3.6	±0.2	
E5 – E9	77	±4	2	5	45	36	13	±5	3.5	±0.1	
Officers	81	±4	1	3	45	36	15	±5	3.6	±0.1	
AIAN	47	±11	0	2	50	34	14	±15	3.6	±0.2	
ARNG	38	±15	0	1	NR	NR	NR	±2	3.7	±0.4	
USAR	45	±23	0	NR	NR	NR	6	±6	3.5	±0.4	
USNR	52	±25	0	2	NR	22	NR	±12	3.8	±0.5	
ANG	71	±30	0	1	NR	NR	8	±9	NR		
USAFR	67	±19	2	1	NR	NR	11	±7	3.5	±0.2	
Enlisted	43	±12	0	2	NR	33	12	±18	3.5	±0.3	
Officers	81	±11	1	0	40	35	NR	±16	3.8	±0.3	
ASIAN	54	±5	0	1	47	41	10	±7	3.6	±0.1	
ARNG	47	±11	1	1	46	46	6	±16	3.6	±0.2	
USAR	51	±8	0	1	41	46	11	±12	3.7	±0.1	
USNR	66	±8	0	1	38	42	19	±15	3.8	±0.2	
USMCR	22	±8	NR	1	68	27	4	±13	3.3	±0.2	
ANG	69	±4	0	2	55	33	10	±6	3.5	±0.1	
USAFR	70	±12	0	0	61	31	7	±18	3.4	±0.2	
Enlisted	49	±6	0	1	46	42	11	±9	3.6	±0.1	
Officers	78	±4	0	1	51	39	9	±6	3.5	±0.1	
NHPI	61	±11	0	2	37	46	15	±14	3.7	±0.2	
ARNG	60	±24	1	NR	NR	NR	NR	±5	3.9	±0.3	
USAR	56	±7	1	1	44	41	15	±9	3.7	±0.1	
USNR	36	±27	NR	NR	NR	NR	12	±15	3.7	±0.3	
ANG	78	±11	NR	NR	NR	NR	9	±11	3.5	±0.4	
USAFR	71	±9	NR	1	54	34	11	±13	3.5	±0.2	
Enlisted	58	±12	1	0	35	49	15	±15	3.8	±0.2	
Officers	87	±7	NR	NR	NR	27	NR	±18	3.4	±0.5	
TWO OR MORE RACES	57	±9	0	1	61	26	13	±11	3.5	±0.2	
ARNG	58	±15	NR	0	NR	NR	NR	±1	3.5	±0.3	
USAR	40	±19	0	4	NR	NR	NR	±11	3.7	±0.4	
USNR	68	±12	0	3	66	23	8	±17	3.4	±0.2	
USMCR	27	±21	NR	NR	NR	NR	NR		3.3	±0.3	
ANG	65	±17	0	1	NR	20	NR	±14	NR		
USAFR	70	±15	1	0	77	16	5	±14	3.2	±0.2	
Enlisted	53	±10	0	1	62	23	14	±14	3.5	±0.3	
Officers	84	±7	0	3	54	37	6	±12	3.5	±0.2	
USCGR	68	±4	0	1	54	34	11	±5	3.5	±0.1	
White	68	±4	0	0	56	33	10	±5	3.5	±0.1	
Black	77	±13	NR	NR	43	42	15	±16	3.7	±0.3	
Hispanic	71	±10	1	5	45	31	17	±13	3.6	±0.3	
Other Race/Ethnicity	56	±9	0	1	49	47	3	±11	3.5	±0.2	
Enlisted	64	±4	0	1	54	35	10	±5	3.5	±0.1	
E1 – E4	36	±7	NR	NR	65	21	14	±12	3.5	±0.2	
E5 – E9	87	±4	0	1	51	40	8	±6	3.6	±0.1	
Officers	84	±5	1	0	53	33	13	±7	3.6	±0.2	

NR: Not reportable

**100. In your opinion, have opportunities in the military gotten better or worse over the last 5 years for...****e. Arab Americans?**1. Much worse  
4. Better2. Worse  
5. Much better

3. Neither better or worse

	Percent Responding		Percentages					Max ME	Average Opportunity		
			1	2	3	4	5				
TOTAL DOD	61	±2	3	12	52	24	9	±2	3.2	±0.1	
ARNG	56	±2	4	14	51	22	9	±3	3.2	±0.1	
USAR	60	±3	3	12	51	25	9	±4	3.3	±0.1	
USNR	72	±3	2	12	51	26	9	±4	3.3	±0.1	
USMCR	30	±3	2	6	66	19	7	±6	3.2	±0.1	
ANG	73	±3	2	11	55	24	8	±5	3.2	±0.1	
USAFR	75	±3	2	12	54	25	6	±5	3.2	±0.1	
Enlisted	57	±2	3	12	52	23	9	±3	3.2	±0.1	
E1 – E4	25	±3	4	14	52	20	10	±5	3.2	±0.1	
E5 – E9	80	±2	3	12	52	24	9	±3	3.2	±0.1	
Officers	85	±2	2	13	53	25	7	±2	3.2	±0.1	
O1 – O3	73	±3	2	13	52	24	8	±4	3.2	±0.1	
O4 – O6	93	±2	2	13	53	26	7	±3	3.2	±0.1	
Male	62	±2	3	12	52	24	9	±2	3.3	±0.1	
Female	56	±3	4	13	56	21	6	±4	3.1	±0.1	
AGR/FTS/AR	81	±3	2	11	52	27	8	±5	3.3	±0.1	
Other Selected Reserve	59	±2	3	12	52	23	9	±2	3.2	±0.1	
Reserve Unit	58	±2	3	12	52	23	9	±2	3.2	±0.1	
Military Technician	76	±4	1	14	50	25	10	±6	3.3	±0.1	
IMA	91	±3	2	12	53	24	9	±6	3.3	±0.1	
Not Activated Past 12 Months	62	±2	2	13	53	24	9	±3	3.2	±0.1	
Activated Past 12 Months	60	±4	3	12	55	21	9	±5	3.2	±0.1	
Not Deployed Past 12 Months	60	±2	3	13	53	23	8	±2	3.2	±0.1	
Deployed Past 12 Months	64	±3	4	10	52	25	10	±4	3.3	±0.1	
Deployed OIF/OEF	64	±4	4	11	51	25	9	±4	3.2	±0.1	
WHITE	62	±2	2	11	54	24	9	±3	3.3	±0.1	
ARNG	57	±3	2	13	54	22	9	±4	3.2	±0.1	
USAR	62	±4	3	9	51	26	11	±6	3.3	±0.1	
USNR	77	±4	2	11	50	27	10	±6	3.3	±0.1	
USMCR	29	±4	1	5	70	19	5	±9	3.2	±0.2	
ANG	73	±4	2	10	55	24	8	±6	3.3	±0.1	
USAFR	78	±4	2	11	53	27	7	±6	3.3	±0.1	
Enlisted	57	±2	2	11	54	23	9	±3	3.3	±0.1	
E1 – E4	24	±3	3	13	54	19	11	±7	3.2	±0.2	
E5 – E9	82	±3	2	10	54	24	9	±4	3.3	±0.1	
Officers	87	±2	1	12	53	26	7	±3	3.3	±0.1	
BLACK	62	±2	6	14	50	23	7	±3	3.1	±0.1	
ARNG	59	±4	10	15	43	24	9	±6	3.1	±0.2	
USAR	63	±4	3	14	55	23	6	±5	3.1	±0.1	
USNR	66	±4	5	11	54	23	6	±6	3.1	±0.1	
USMCR	39	±7	6	10	54	20	10	±8	3.2	±0.2	
ANG	71	±3	5	17	55	20	3	±4	3.0	±0.1	
USAFR	66	±3	6	15	53	21	5	±4	3.0	±0.1	
Enlisted	60	±3	6	14	50	23	7	±3	3.1	±0.1	
E1 – E4	32	±5	10	14	52	18	5	±8	2.9	±0.2	
E5 – E9	78	±3	5	14	49	24	7	±3	3.1	±0.1	
Officers	80	±3	5	17	53	21	4	±3	3.0	±0.1	

Note. Percent responding are Reserve component members who answered the question and who have spent at least 5 years in military service (Q14).

100e. Continued	Percent Responding		Percentages					Max ME	Average Opportunity		
			1	2	3	4	5				
HISPANIC	56	±3	4	16	47	22	10	±4	3.2	±0.1	
ARNG	53	±6	5	18	41	23	13	±8	3.2	±0.2	
USAR	57	±5	5	16	46	24	9	±7	3.2	±0.2	
USNR	63	±7	3	17	52	21	7	±11	3.1	±0.2	
USMCR	30	±6	2	8	54	23	13	±9	3.4	±0.2	
ANG	71	±8	3	16	54	19	7	±10	3.1	±0.2	
USAFR	70	±9	2	13	60	17	7	±9	3.1	±0.2	
Enlisted	54	±4	4	17	47	22	10	±5	3.2	±0.1	
E1 – E4	26	±5	4	17	43	21	14	±12	3.3	±0.3	
E5 – E9	77	±4	4	17	48	22	8	±5	3.1	±0.1	
Officers	81	±4	3	14	48	23	11	±5	3.3	±0.1	
AIAN	48	±11	3	15	51	23	9	±15	3.2	±0.3	
ARNG	38	±15	2	NR	NR	13	NR	±11	NR		
USAR	45	±23	3	NR	NR	NR	8	±15	3.3	±0.5	
USNR	65	±26	4	7	NR	14	6	±12	3.1	±0.2	
ANG	71	±30	1	3	NR	NR	4	±6	NR		
USAFR	68	±19	6	4	NR	NR	4	±6	3.2	±0.3	
Enlisted	44	±12	2	16	NR	22	NR	±18	3.2	±0.4	
Officers	81	±11	4	6	59	26	5	±18	3.2	±0.2	
ASIAN	54	±5	2	15	49	27	7	±7	3.2	±0.1	
ARNG	47	±11	3	20	46	26	5	±16	3.1	±0.3	
USAR	51	±8	3	11	46	35	6	±14	3.3	±0.2	
USNR	65	±8	1	10	51	25	14	±17	3.4	±0.3	
USMCR	22	±8	1	17	69	13	NR	±13	2.9	±0.2	
ANG	69	±4	3	13	54	23	7	±6	3.2	±0.1	
USAFR	70	±12	2	NR	NR	NR	5	±3	3.1	±0.3	
Enlisted	49	±6	2	15	47	29	8	±9	3.2	±0.2	
Officers	77	±4	3	14	56	24	4	±6	3.1	±0.1	
NHPI	62	±11	NR	11	39	30	10	±16	3.2	±0.4	
ARNG	62	±24	NR	NR	NR	NR	NR		NR		
USAR	55	±7	2	7	50	30	12	±10	3.4	±0.2	
USNR	36	±27	NR	NR	NR	NR	12	±15	3.5	±0.3	
ANG	77	±11	2	NR	NR	NR	8	±11	3.4	±0.5	
USAFR	71	±9	1	15	53	23	7	±13	3.2	±0.2	
Enlisted	59	±12	NR	9	37	32	11	±18	3.2	±0.5	
Officers	85	±7	NR	NR	NR	22	3	±18	3.1	±0.4	
TWO OR MORE RACES	57	±9	2	14	58	17	8	±12	3.2	±0.2	
ARNG	58	±15	1	NR	NR	NR	NR	±2	3.3	±0.4	
USAR	40	±19	NR	NR	NR	11	1	±10	2.8	±0.3	
USNR	68	±12	2	9	68	16	5	±16	3.1	±0.2	
USMCR	27	±21	NR	2	NR	NR	NR	±8	3.1	±0.3	
ANG	65	±17	1	9	NR	13	NR	±12	NR		
USAFR	70	±15	5	NR	NR	16	3	±14	2.9	±0.3	
Enlisted	53	±10	1	14	60	15	10	±14	3.2	±0.3	
Officers	84	±7	6	13	53	26	2	±12	3.1	±0.2	
USCGR	68	±4	1	11	59	22	7	±5	3.2	±0.1	
White	68	±4	1	12	60	21	6	±5	3.2	±0.1	
Black	79	±12	NR	16	NR	29	NR	±16	3.3	±0.3	
Hispanic	68	±10	NR	8	58	19	13	±13	3.3	±0.3	
Other Race/Ethnicity	56	±9	2	7	58	31	3	±12	3.2	±0.2	
Enlisted	64	±4	1	11	60	22	6	±5	3.2	±0.1	
E1 – E4	37	±7	NR	15	65	9	11	±12	3.2	±0.2	
E5 – E9	87	±4	1	10	59	26	4	±6	3.2	±0.1	
Officers	85	±5	2	12	55	23	9	±7	3.2	±0.2	

NR: Not reportable

## 100. In your opinion, have opportunities in the military gotten better or worse over the last 5 years for...

## f. Whites?

1. Much worse  
4. Better2. Worse  
5. Much better

3. Neither better or worse

	Percent Responding		Percentages					Max ME	Average Opportunity		
			1	2	3	4	5				
TOTAL DOD	61	±2	3	5	60	23	10	±2	3.3	±0.1	
ARNG	56	±2	3	5	59	23	10	±3	3.3	±0.1	
USAR	60	±3	3	6	56	25	10	±4	3.3	±0.1	
USNR	73	±3	2	4	60	23	11	±4	3.4	±0.1	
USMCR	30	±3	1	3	70	17	9	±6	3.3	±0.1	
ANG	73	±3	3	4	64	21	8	±5	3.3	±0.1	
USAFR	75	±3	1	6	64	21	8	±5	3.3	±0.1	
Enlisted	57	±2	3	5	59	23	10	±2	3.3	±0.1	
E1 – E4	26	±3	4	4	57	22	12	±5	3.3	±0.1	
E5 – E9	80	±2	3	5	59	23	10	±3	3.3	±0.1	
Officers	86	±2	1	5	66	21	7	±2	3.3	±0.1	
O1 – O3	73	±3	2	5	64	21	8	±3	3.3	±0.1	
O4 – O6	93	±2	1	5	67	21	6	±3	3.3	±0.1	
Male	62	±2	3	5	60	23	9	±2	3.3	±0.1	
Female	57	±3	1	3	63	22	12	±4	3.4	±0.1	
AGR/FTS/AR	82	±3	2	5	57	25	10	±5	3.3	±0.1	
Other Selected Reserve	59	±2	3	5	60	22	10	±2	3.3	±0.1	
Reserve Unit	58	±2	3	5	60	23	10	±2	3.3	±0.1	
Military Technician	76	±4	3	8	57	24	9	±6	3.3	±0.1	
IMA	91	±3	1	6	66	19	8	±5	3.3	±0.1	
Not Activated Past 12 Months	62	±2	2	5	60	23	9	±2	3.3	±0.1	
Activated Past 12 Months	60	±4	3	5	65	19	9	±4	3.3	±0.1	
Not Deployed Past 12 Months	60	±2	2	5	60	23	10	±2	3.3	±0.1	
Deployed Past 12 Months	64	±3	4	5	60	22	10	±4	3.3	±0.1	
Deployed OIF/OEF	64	±4	4	5	59	22	10	±4	3.3	±0.1	
WHITE	62	±2	3	6	65	20	6	±3	3.2	±0.1	
ARNG	57	±3	3	6	65	20	6	±4	3.2	±0.1	
USAR	62	±4	4	9	62	20	5	±6	3.1	±0.1	
USNR	77	±4	3	6	62	21	8	±6	3.2	±0.1	
USMCR	28	±4	1	4	77	15	3	±9	3.1	±0.1	
ANG	73	±4	3	5	66	20	6	±6	3.2	±0.1	
USAFR	78	±4	1	7	68	20	5	±6	3.2	±0.1	
Enlisted	57	±2	4	7	63	20	6	±3	3.2	±0.1	
E1 – E4	25	±3	5	6	64	19	6	±7	3.1	±0.2	
E5 – E9	82	±3	3	7	63	20	6	±4	3.2	±0.1	
Officers	87	±2	2	6	69	19	5	±3	3.2	±0.1	
BLACK	62	±2	0	1	45	31	23	±3	3.8	±0.1	
ARNG	59	±4	0	1	37	34	28	±5	3.9	±0.1	
USAR	63	±4	0	1	49	30	20	±5	3.7	±0.1	
USNR	66	±4	0	1	50	28	21	±6	3.7	±0.1	
USMCR	39	±7	1	0	52	25	23	±8	3.7	±0.2	
ANG	72	±3	0	0	52	29	18	±4	3.6	±0.1	
USAFR	66	±3	0	2	49	31	18	±4	3.6	±0.1	
Enlisted	60	±3	0	1	44	31	24	±3	3.8	±0.1	
E1 – E4	32	±5	0	1	45	23	31	±8	3.8	±0.2	
E5 – E9	79	±3	0	1	44	32	22	±3	3.7	±0.1	
Officers	81	±3	0	0	50	34	15	±3	3.6	±0.1	

Note. Percent responding are Reserve component members who answered the question and who have spent at least 5 years in military service (Q14).



100f. Continued	Percent Responding		Percentages					Max ME	Average Opportunity		
			1	2	3	4	5				
HISPANIC	56	±3	1	2	50	30	18	±4	3.6	±0.1	
ARNG	52	±6	3	2	42	34	20	±8	3.7	±0.2	
USAR	56	±5	0	3	51	31	15	±7	3.6	±0.2	
USNR	64	±7	0	1	57	25	17	±9	3.6	±0.2	
USMCR	30	±6	0	1	53	25	21	±11	3.6	±0.2	
ANG	72	±8	NR	1	59	25	13	±8	3.5	±0.2	
USAFR	70	±9	1	1	56	22	20	±9	3.6	±0.2	
Enlisted	53	±4	1	2	50	30	18	±5	3.6	±0.1	
E1 – E4	26	±5	NR	0	46	32	19	±12	3.6	±0.2	
E5 – E9	76	±4	1	2	51	29	17	±5	3.6	±0.1	
Officers	82	±4	2	2	50	29	17	±6	3.6	±0.1	
AIAN	48	±11	4	6	57	24	10	±15	3.3	±0.3	
ARNG	38	±15	4	NR	NR	NR	NR	±7	3.4	±0.5	
USAR	45	±23	NR	2	NR	NR	4	±5	3.4	±0.4	
USNR	66	±26	3	3	77	11	6	±15	3.1	±0.2	
ANG	71	±30	2	3	NR	NR	4	±6	3.1	±0.2	
USAFR	67	±19	2	6	NR	NR	9	±7	3.3	±0.3	
Enlisted	44	±12	3	NR	57	23	NR	±18	3.3	±0.3	
Officers	81	±11	9	3	58	25	4	±18	3.1	±0.3	
ASIAN	54	±5	0	1	55	31	12	±7	3.5	±0.1	
ARNG	48	±11	0	2	58	31	8	±16	3.5	±0.2	
USAR	51	±8	0	1	48	38	13	±13	3.6	±0.2	
USNR	66	±8	0	1	48	32	19	±14	3.7	±0.3	
USMCR	22	±8	NR	3	72	11	14	±13	3.4	±0.2	
ANG	69	±4	0	1	59	29	11	±5	3.5	±0.1	
USAFR	70	±12	0	1	64	26	8	±18	3.4	±0.2	
Enlisted	49	±6	0	1	53	34	12	±9	3.6	±0.1	
Officers	77	±4	0	2	64	24	10	±6	3.4	±0.1	
NHPI	62	±11	0	0	55	29	15	±13	3.6	±0.2	
ARNG	62	±24	NR	NR	NR	NR	NR		3.5	±0.4	
USAR	55	±7	1	1	44	36	18	±9	3.7	±0.2	
USNR	36	±27	NR	NR	NR	NR	7	±14	3.5	±0.3	
ANG	78	±11	NR	NR	NR	NR	10	±12	3.7	±0.3	
USAFR	71	±9	NR	NR	50	38	12	±14	3.6	±0.2	
Enlisted	59	±12	0	0	54	30	16	±15	3.6	±0.2	
Officers	86	±7	1	0	NR	19	NR	±12	3.4	±0.3	
TWO OR MORE RACES	57	±9	5	5	65	16	9	±11	3.2	±0.2	
ARNG	58	±15	NR	NR	NR	NR	NR		3.4	±0.3	
USAR	40	±18	NR	11	NR	NR	4	±16	NR		
USNR	69	±11	1	2	70	20	7	±17	3.3	±0.2	
USMCR	27	±21	NR	NR	NR	NR	NR		3.1	±0.2	
ANG	65	±17	NR	4	NR	NR	5	±8	NR		
USAFR	71	±15	1	NR	NR	9	9	±11	3.1	±0.3	
Enlisted	53	±10	6	3	68	14	8	±14	3.1	±0.3	
Officers	83	±7	0	14	51	23	11	±14	3.3	±0.3	
USCGR	68	±4	2	4	70	18	6	±4	3.2	±0.1	
White	68	±4	3	5	73	16	3	±5	3.1	±0.1	
Black	81	±12	NR	NR	52	23	26	±16	3.7	±0.3	
Hispanic	70	±10	1	NR	53	25	20	±13	3.6	±0.3	
Other Race/Ethnicity	56	±9	0	2	69	26	3	±12	3.3	±0.2	
Enlisted	64	±4	3	4	68	20	5	±5	3.2	±0.1	
E1 – E4	37	±7	7	4	71	11	7	±12	3.1	±0.2	
E5 – E9	87	±4	1	4	67	23	5	±6	3.3	±0.1	
Officers	84	±5	2	5	76	11	7	±7	3.2	±0.1	

NR: Not reportable

## 100. In your opinion, have opportunities in the military gotten better or worse over the last 5 years for...

## g. Muslims?

1. Much worse  
4. Better2. Worse  
5. Much better

3. Neither better or worse

	Percent Responding		Percentages					Max ME	Average Opportunity		
			1	2	3	4	5				
TOTAL DOD	61	±2	4	15	52	21	7	±2	3.1	±0.1	
ARNG	56	±2	6	17	50	19	8	±3	3.1	±0.1	
USAR	60	±3	4	14	52	23	7	±4	3.2	±0.1	
USNR	72	±3	4	15	52	22	8	±4	3.2	±0.1	
USMCR	30	±3	2	13	60	18	7	±7	3.1	±0.1	
ANG	72	±3	3	14	57	20	7	±5	3.1	±0.1	
USAFR	75	±3	3	14	53	24	6	±5	3.1	±0.1	
Enlisted	56	±2	5	15	52	20	8	±3	3.1	±0.1	
E1 – E4	25	±3	6	16	53	17	8	±5	3.1	±0.1	
E5 – E9	80	±2	4	15	52	21	7	±3	3.1	±0.1	
Officers	85	±2	3	17	52	22	6	±2	3.1	±0.1	
O1 – O3	73	±3	3	17	53	20	7	±3	3.1	±0.1	
O4 – O6	93	±2	3	17	52	23	6	±3	3.1	±0.1	
Male	62	±2	4	16	52	21	8	±2	3.1	±0.1	
Female	56	±3	5	15	56	19	5	±4	3.0	±0.1	
AGR/FTS/AR	82	±3	4	13	53	24	7	±5	3.2	±0.1	
Other Selected Reserve	59	±2	4	16	52	20	7	±2	3.1	±0.1	
Reserve Unit	58	±2	4	16	52	20	7	±2	3.1	±0.1	
Military Technician	75	±4	3	17	51	21	8	±6	3.1	±0.1	
IMA	90	±3	4	14	52	23	7	±6	3.2	±0.1	
Not Activated Past 12 Months	62	±2	4	16	52	21	7	±2	3.1	±0.1	
Activated Past 12 Months	59	±4	4	16	56	17	7	±5	3.1	±0.1	
Not Deployed Past 12 Months	60	±2	4	16	52	20	7	±2	3.1	±0.1	
Deployed Past 12 Months	64	±3	4	13	52	22	8	±4	3.2	±0.1	
Deployed OIF/OEF	64	±4	5	15	52	22	7	±4	3.1	±0.1	
WHITE	62	±2	3	15	54	21	8	±3	3.1	±0.1	
ARNG	57	±3	4	17	53	18	7	±4	3.1	±0.1	
USAR	61	±4	3	13	52	23	9	±6	3.2	±0.1	
USNR	77	±4	2	14	52	23	8	±6	3.2	±0.1	
USMCR	29	±4	1	15	62	16	6	±10	3.1	±0.2	
ANG	73	±4	2	12	58	21	7	±6	3.2	±0.1	
USAFR	78	±4	2	13	53	26	6	±6	3.2	±0.1	
Enlisted	57	±2	3	14	54	20	8	±3	3.2	±0.1	
E1 – E4	25	±3	5	15	55	16	9	±7	3.1	±0.2	
E5 – E9	81	±3	3	14	54	21	8	±4	3.2	±0.1	
Officers	87	±2	2	17	52	22	7	±3	3.1	±0.1	
BLACK	62	±2	8	17	49	20	5	±3	3.0	±0.1	
ARNG	59	±4	12	18	41	21	8	±6	2.9	±0.2	
USAR	63	±4	5	17	54	20	4	±5	3.0	±0.1	
USNR	66	±4	7	13	55	20	5	±6	3.0	±0.1	
USMCR	39	±7	9	11	54	17	10	±8	3.1	±0.2	
ANG	72	±3	6	20	55	16	2	±4	2.9	±0.1	
USAFR	66	±3	8	17	52	19	4	±4	2.9	±0.1	
Enlisted	60	±3	8	16	49	20	6	±3	3.0	±0.1	
E1 – E4	32	±5	9	18	52	16	4	±8	2.9	±0.2	
E5 – E9	79	±3	8	16	49	21	6	±3	3.0	±0.1	
Officers	80	±3	7	21	50	19	3	±3	2.9	±0.1	

Note. Percent responding are Reserve component members who answered the question and who have spent at least 5 years in military service (Q14).

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100g. Continued	Percent Responding		Percentages					Max ME	Average Opportunity		
			1	2	3	4	5				
HISPANIC	56	±3	6	18	47	21	8	±4	3.1	±0.1	
ARNG	52	±6	8	20	41	20	11	±8	3.0	±0.2	
USAR	57	±5	6	16	48	23	7	±7	3.1	±0.2	
USNR	63	±7	7	20	47	20	6	±11	3.0	±0.2	
USMCR	30	±6	2	9	49	27	12	±10	3.4	±0.2	
ANG	68	±9	5	19	52	17	7	±10	3.0	±0.2	
USAFR	70	±9	4	13	61	16	6	±9	3.1	±0.1	
Enlisted	53	±4	7	18	47	20	8	±5	3.1	±0.1	
E1 – E4	25	±5	9	15	45	21	9	±12	3.1	±0.3	
E5 – E9	76	±4	6	19	47	20	8	±5	3.0	±0.1	
Officers	81	±4	5	15	49	23	8	±5	3.2	±0.1	
AIAN	47	±11	7	19	48	17	9	±15	3.0	±0.3	
ARNG	37	±14	NR	NR	NR	13	NR	±11	NR		
USAR	45	±23	5	NR	NR	NR	NR	±6	3.3	±0.5	
USNR	66	±26	5	NR	NR	9	5	±8	2.8	±0.4	
ANG	71	±30	2	NR	NR	NR	4	±6	NR		
USAFR	68	±19	7	3	NR	NR	4	±7	3.2	±0.3	
Enlisted	44	±12	7	21	46	16	NR	±18	3.0	±0.4	
Officers	78	±12	6	7	57	25	4	±18	3.1	±0.2	
ASIAN	54	±5	4	15	51	23	7	±6	3.1	±0.1	
ARNG	48	±11	5	21	53	16	5	±16	3.0	±0.2	
USAR	50	±8	4	10	47	33	5	±15	3.3	±0.2	
USNR	66	±8	2	10	50	24	14	±17	3.4	±0.3	
USMCR	22	±8	3	19	68	10	NR	±13	2.9	±0.2	
ANG	70	±4	4	15	53	21	7	±5	3.1	±0.1	
USAFR	70	±12	3	NR	NR	NR	5	±3	3.1	±0.3	
Enlisted	48	±6	4	15	49	24	8	±8	3.2	±0.2	
Officers	77	±4	3	16	56	21	3	±6	3.0	±0.1	
NHPI	61	±11	NR	16	40	24	10	±15	3.1	±0.4	
ARNG	62	±24	NR	NR	NR	NR	NR		NR		
USAR	54	±7	5	7	51	28	10	±10	3.3	±0.2	
USNR	36	±27	NR	NR	NR	NR	12	±15	3.5	±0.3	
ANG	77	±11	6	NR	NR	16	8	±15	2.8	±0.5	
USAFR	71	±9	1	16	53	23	7	±13	3.2	±0.2	
Enlisted	59	±12	NR	15	38	25	11	±18	3.1	±0.5	
Officers	87	±7	1	NR	NR	NR	5	±6	3.1	±0.4	
TWO OR MORE RACES	57	±9	3	22	53	18	5	±12	3.0	±0.2	
ARNG	58	±15	1	NR	NR	NR	3	±10	3.1	±0.3	
USAR	40	±19	6	NR	NR	8	1	±10	2.7	±0.3	
USNR	69	±11	6	9	68	13	4	±16	3.0	±0.2	
USMCR	27	±21	NR	2	NR	NR	NR	±8	3.1	±0.3	
ANG	65	±17	2	NR	NR	13	NR	±12	NR		
USAFR	71	±15	5	NR	NR	13	3	±13	2.7	±0.4	
Enlisted	53	±10	2	21	54	17	7	±14	3.0	±0.3	
Officers	84	±7	6	24	48	21	1	±14	2.9	±0.3	
USCGR	68	±4	3	14	58	19	6	±5	3.1	±0.1	
White	68	±4	3	15	58	18	6	±5	3.1	±0.1	
Black	79	±12	NR	11	60	23	NR	±16	3.3	±0.3	
Hispanic	69	±10	3	12	52	19	15	±13	3.3	±0.3	
Other Race/Ethnicity	56	±9	4	9	57	27	3	±12	3.2	±0.2	
Enlisted	64	±4	3	14	59	18	6	±5	3.1	±0.1	
E1 – E4	37	±7	5	21	57	7	11	±12	3.0	±0.3	
E5 – E9	87	±4	2	12	60	22	4	±6	3.1	±0.1	
Officers	85	±5	4	14	53	21	8	±7	3.2	±0.2	

NR: Not reportable

**101. Did you respond to this survey via the Web or a paper survey questionnaire? Constructed from administrative data.**

1. Paper survey

2. Web survey

	Percent Responding		Percentages		Max ME
			1	2	
TOTAL DOD	100	±0	19	81	±2
ARNG	100	±0	22	78	±2
USAR	100	±0	18	82	±3
USNR	100	±0	21	79	±4
USMCR	100	±0	26	74	±5
ANG	100	±0	13	87	±3
USAFR	100	±0	14	86	±3
Enlisted	100	±0	21	79	±2
E1 – E4	100	±0	29	71	±3
E5 – E9	100	±0	14	86	±2
Officers	100	±0	12	88	±2
O1 – O3	100	±0	12	88	±3
O4 – O6	100	±0	12	88	±2
Male	100	±0	19	81	±2
Female	100	±0	20	80	±3
AGR/FTS/AR	100	±0	5	95	±2
Other Selected Reserve	100	±0	20	80	±2
Reserve Unit	100	±0	21	79	±2
Military Technician	100	±0	13	87	±4
IMA	100	±0	15	85	±4
Not Activated Past 12 Months	100	±0	21	79	±2
Activated Past 12 Months	100	±0	18	82	±3
Not Deployed Past 12 Months	100	±0	21	79	±2
Deployed Past 12 Months	100	±0	15	85	±3
Deployed OIF/OEF	100	±0	14	86	±3
WHITE	100	±0	19	81	±2
ARNG	100	±0	20	80	±3
USAR	100	±0	18	82	±4
USNR	100	±0	22	78	±5
USMCR	100	±0	25	75	±6
ANG	100	±0	13	87	±4
USAFR	100	±0	13	87	±4
Enlisted	100	±0	20	80	±2
E1 – E4	100	±0	28	72	±4
E5 – E9	100	±0	14	86	±3
Officers	100	±0	12	88	±2
BLACK	100	±0	22	78	±2
ARNG	100	±0	26	74	±4
USAR	100	±0	19	81	±4
USNR	100	±0	24	76	±5
USMCR	100	±0	23	77	±9
ANG	100	±0	15	85	±4
USAFR	100	±0	16	84	±3
Enlisted	100	±0	23	77	±3
E1 – E4	100	±0	31	69	±5
E5 – E9	100	±0	17	83	±3
Officers	100	±0	13	87	±3

Note. Percent responding are Service members who answered the survey.

101. Continued	Percent Responding		Percentages		Max ME
			1	2	
HISPANIC	100	±0	20	80	±3
ARNG	100	±0	23	77	±6
USAR	100	±0	20	80	±5
USNR	100	±0	22	78	±8
USMCR	100	±0	30	70	±9
ANG	100	±0	9	91	±4
USAFR	100	±0	12	88	±7
Enlisted	100	±0	21	79	±3
E1 – E4	100	±0	30	70	±6
E5 – E9	100	±0	14	86	±3
Officers	100	±0	11	89	±3
AIAN	100	±0	19	81	±10
ARNG	100	±0	21	79	±15
USAR	100	±0	NR	NR	
USNR	100	±0	11	89	±10
ANG	100	±0	6	94	±6
USAFR	100	±0	9	91	±7
Enlisted	100	±0	20	80	±11
Officers	100	±0	6	94	±4
ASIAN	100	±0	18	82	±4
ARNG	100	±0	17	83	±7
USAR	100	±0	21	79	±9
USNR	100	±0	16	84	±5
USMCR	100	±0	20	80	±14
ANG	100	±0	13	87	±4
USAFR	100	±0	16	84	±15
Enlisted	100	±0	19	81	±5
Officers	100	±0	13	87	±5
NHPI	100	±0	17	83	±13
ARNG	100	±0	NR	NR	
USAR	100	±0	19	81	±7
USNR	100	±0	4	96	±10
ANG	100	±0	7	93	±6
USAFR	100	±0	11	89	±9
Enlisted	100	±0	18	82	±14
Officers	100	±0	8	92	±6
TWO OR MORE RACES	100	±0	23	77	±9
ARNG	100	±0	31	69	±17
USAR	100	±0	19	81	±18
USNR	100	±0	20	80	±12
USMCR	100	±0	11	89	±13
ANG	100	±0	9	91	±6
USAFR	100	±0	NR	NR	
Enlisted	100	±0	24	76	±10
Officers	100	±0	17	83	±10
USCGR	100	±0	22	78	±4
White	100	±0	22	78	±4
Black	100	±0	27	73	±15
Hispanic	100	±0	25	75	±11
Other Race/Ethnicity	100	±0	18	82	±8
Enlisted	100	±0	24	76	±4
E1 – E4	100	±0	27	73	±7
E5 – E9	100	±0	23	77	±5
Officers	100	±0	11	89	±5

NR: Not reportable

**102. In what region of the United States do you live? Constructed variable from administrative data.**1. West  
4. South

2. Midwest

3. Northeast

	Percent Responding		Percentages				Max ME
			1	2	3	4	
TOTAL DOD	93	±1	19	26	14	41	±2
ARNG	92	±2	17	30	13	40	±3
USAR	93	±2	18	24	15	43	±3
USNR	92	±2	26	15	14	46	±4
USMCR	96	±2	29	17	17	36	±5
ANG	94	±2	19	32	14	34	±4
USAFR	94	±2	24	18	11	46	±4
Enlisted	93	±1	19	27	14	40	±2
E1 – E4	91	±2	20	29	15	36	±3
E5 – E9	94	±1	18	26	13	43	±3
Officers	95	±1	21	20	13	45	±2
O1 – O3	95	±2	20	23	15	43	±3
O4 – O6	95	±1	22	17	13	48	±3
Male	93	±1	20	26	13	41	±2
Female	93	±2	19	25	15	41	±3
AGR/FTS/AR	91	±2	22	20	13	45	±4
Other Selected Reserve	93	±1	19	27	14	40	±2
Reserve Unit	93	±1	19	27	14	40	±2
Military Technician	93	±3	22	29	10	39	±5
IMA	94	±3	22	18	8	52	±6
Not Activated Past 12 Months	93	±1	20	26	14	40	±2
Activated Past 12 Months	94	±2	18	30	14	38	±4
Not Deployed Past 12 Months	93	±1	19	26	14	41	±2
Deployed Past 12 Months	91	±2	19	27	13	40	±3
Deployed OIF/OEF	92	±2	20	29	13	38	±4
WHITE	96	±1	17	31	14	37	±2
ARNG	95	±2	15	35	14	36	±3
USAR	96	±2	18	31	15	37	±5
USNR	93	±3	22	17	15	45	±6
USMCR	98	±2	23	21	20	36	±6
ANG	96	±2	16	36	15	32	±5
USAFR	96	±3	23	22	11	44	±6
Enlisted	95	±1	17	33	14	36	±3
E1 – E4	94	±2	18	35	15	32	±4
E5 – E9	97	±1	16	32	14	38	±3
Officers	96	±1	20	22	14	43	±3
BLACK	92	±2	8	13	13	65	±3
ARNG	91	±3	7	13	12	68	±5
USAR	94	±3	7	13	15	64	±4
USNR	91	±2	10	12	12	66	±5
USMCR	95	±3	14	17	16	53	±10
ANG	93	±2	11	15	12	62	±4
USAFR	92	±2	14	11	10	65	±3
Enlisted	92	±2	8	13	13	65	±3
E1 – E4	88	±3	8	16	16	61	±5
E5 – E9	94	±2	8	12	12	68	±3
Officers	95	±2	9	14	10	67	±3

Note. Percent responding are Reserve component members who answered the survey and live in one of the 50 United States or the District of Columbia.

102. Continued	Percent Responding		Percentages				Max ME
			1	2	3	4	
HISPANIC	78	±3	34	12	13	40	±4
ARNG	72	±5	35	12	14	39	±8
USAR	77	±5	25	14	14	47	±7
USNR	87	±5	37	9	13	40	±8
USMCR	93	±5	48	9	10	33	±9
ANG	76	±7	48	17	14	21	±13
USAFR	92	±5	36	4	11	49	±10
Enlisted	78	±3	35	12	14	39	±4
E1 – E4	76	±5	32	14	17	38	±7
E5 – E9	79	±3	38	10	11	40	±5
Officers	82	±3	28	9	11	51	±5
AIAN	97	±2	25	22	5	48	±11
ARNG	97	±2	31	24	1	43	±17
USAR	97	±3	12	NR	NR	NR	±9
USNR	95	±6	24	6	3	NR	±15
ANG	99	±2	9	5	NR	NR	±9
USAFR	93	±6	NR	NR	4	42	±16
Enlisted	97	±2	25	22	5	47	±12
Officers	97	±2	18	15	NR	59	±15
ASIAN	95	±2	52	13	12	23	±6
ARNG	97	±2	44	16	14	26	±13
USAR	97	±2	46	13	15	26	±11
USNR	91	±6	68	10	6	16	±14
USMCR	96	±3	55	4	20	21	±15
ANG	94	±3	70	12	6	12	±5
USAFR	93	±3	58	NR	7	24	±15
Enlisted	95	±2	52	13	12	22	±7
Officers	97	±1	53	9	12	27	±6
NHPI	58	±11	70	6	1	23	±17
ARNG	61	±23	NR	NR	1	NR	±5
USAR	54	±7	72	5	1	22	±8
USNR	96	±5	NR	5	3	NR	±11
ANG	50	±22	89	3	1	7	±9
USAFR	51	±11	71	4	5	20	±10
Enlisted	56	±12	69	5	1	NR	±18
Officers	77	±10	NR	NR	1	10	±8
TWO OR MORE RACES	96	±2	30	31	7	33	±10
ARNG	99	±1	31	38	3	28	±16
USAR	96	±5	NR	NR	5	NR	±6
USNR	91	±6	NR	8	9	40	±15
USMCR	94	±8	NR	NR	3	NR	±11
ANG	93	±9	27	NR	7	NR	±13
USAFR	96	±3	NR	NR	NR	NR	
Enlisted	97	±2	30	32	6	31	±11
Officers	92	±9	29	20	8	43	±10
USCGR	96	±2	19	15	23	43	±4
White	97	±2	16	17	25	43	±5
Black	98	±5	7	15	16	62	±15
Hispanic	89	±7	36	3	19	43	±12
Other Race/Ethnicity	93	±3	49	7	13	31	±10
Enlisted	95	±2	18	15	25	42	±5
E1 – E4	95	±4	16	15	30	39	±8
E5 – E9	96	±2	21	15	20	44	±5
Officers	98	±2	24	12	16	47	±7

NR: Not reportable





# **Survey Instrument**



**DMDC**

RCS: DD-P&R(QD)1946  
Exp: 12/31/07  
DMDC Survey No. 07-0028

## *2007 Workplace and Equal Opportunity Survey of Reserve Component Members*

***Department of Defense  
Human Resources  
Strategic Assessment  
Program (HRSAP)***



Please return your completed survey in the business reply envelope through a U.S. government mail room or post office.

DEFENSE MANPOWER DATA CENTER  
ATTN: SURVEY PROCESSING CENTER  
DATA RECOGNITION CORPORATION  
P.O. BOX 5720  
HOPKINS, MN 55343

## COMPLETION INSTRUCTIONS

- Use a blue or black pen.
  - Place an "X" in the appropriate box or boxes.
- RIGHT ☒ WRONG ☒ ☐
- To change an answer, completely black out the wrong answer and put an "X" in the correct box as shown below.

CORRECT ANSWER ☒INCORRECT ANSWER ☐

## PRIVACY ACT &amp; INFORMED CONSENT

In accordance with the Privacy Act, this notice informs you of the purpose of the HRSAP Surveys and how the findings of these surveys will be used. It also provides information about the Privacy Act and about informed consent. Please read it carefully.

**Returning this survey indicates your agreement to participate in this research.**

**AUTHORITY:** 10 United States Code, Sections 136, 481, 1782, and 2358; 14 USC 1.

**PRINCIPAL PURPOSE:** Information collected in this survey will be used to research attitudes and perceptions about racial and ethnic issues including harassment and discrimination and identify areas where improvements are needed. This information will assist in the formulation of policies which may be needed to improve the working environment. Reports will be provided to the Department of Defense (DoD), Department of Homeland Security (DHS), each Military Department, and the Joint Chiefs of Staff. Findings will be used in reports and testimony provided to Congress. Some findings may be published by the Defense Manpower Data Center (DMDC) or in professional journals, or presented at conferences, symposia, and scientific meetings. Datasets without any identifying information may be analyzed by researchers outside of DMDC. Briefings and reports on results from these surveys will be posted on the following Web site: <http://www.dmdc.osd.mil/surveys/>. In no case will individual identifiable survey responses be reported.

**ROUTINE USES:** None.

**DISCLOSURE:** Providing information on this survey is voluntary. Most people take 16-30 minutes to complete the survey. There is no penalty or loss of benefits to which you are entitled if you choose not to respond. However, maximum participation is encouraged so that the data will be complete and representative. Your survey responses will be treated as confidential. Identifying information will be used only by government and contractor staff engaged in, and for purposes of, the survey research. For example, the research oversight office of the Office of the Under Secretary of Defense (Personnel and Readiness) and representatives of the U.S. Army Medical Research and Materiel Command are eligible to review research records as a part of their responsibility to protect human subjects in research. This survey is being conducted for research purposes. If you answer any items and indicate distress or being upset, etc., you will not be contacted for follow-up purposes. However, if a direct threat to harm yourself or others is found in survey comments or communications about the survey, DMDC is legally required to forward information about that threat to an office in your area for appropriate action.

**SURVEY ELIGIBILITY AND POTENTIAL BENEFITS:** DMDC uses well-established, scientific procedures to select a sample that represents the Defense community. This sampling procedure sets up clusters of people based on combinations of demographic characteristics (for example, location, gender). You were selected at random from one of these clusters of people. This is your chance to be heard on issues that directly affect you. While there is no benefit just for you for your individual participation, your answers on a survey **make a difference**. For example, results from previous surveys have played an important role in deliberations on pay rate adjustments, cost of living and housing allowances, and morale and retention programs.

**STATEMENT OF RISK:** The data collection procedures are not expected to involve any risk or discomfort to you. The only risk to you is accidental or unintentional disclosure of the data you provide. However, the government and its contractors have a number of policies and procedures to ensure that survey data are safe and protected. For example, no identifying information (name, address, Social Security Number) is ever stored in the same file as answers to survey questions. Answers to survey questions may be shared with organizations doing research on DoD personnel but only after minimizing detailed demographic data (for example, paygrade and detailed location information) that could possibly be used to identify an individual. A confidentiality analysis is performed to reduce the risk of there being a combination of demographic variables that can single out an individual. To further minimize this risk, some variables are randomly set to missing. Government and contractor staff members have been trained to protect client identity and are subject to civil penalties for violating your confidentiality.

**If you are a victim of racial/ethnic harassment or a person who wishes to prevent or respond to it, you may want to contact your Service's local equal opportunity office. To reach a hotline for your Service call:**

**Army:** 1-800-267-9964 **Marine Corps:** 703-784-9371 **Navy:** 1-800-253-0931 **Air Force:** 1-800-616-3775 **Coast Guard:** 1-800-222-0364

To reach Military OneSource 24/7 you can call a hotline number: Stateside: 1-800-342-9647 Overseas: 00-800-3429-8477 or call collect 1-484-530-5908. Worldwide: [www.militaryonesource.com](http://www.militaryonesource.com). Coast Guard members may want to call Employee Assistance Program Counseling Services 1-800-222-0364.

**If you have questions about the survey, please e-mail [HRSurvey@osd.pentagon.mil](mailto:HRSurvey@osd.pentagon.mil) or leave a message any time, toll-free, at 1-800-881-5307.**

**If you have concerns about your rights as a research participant, please contact Ms. Caroline Miner, Human Subjects Protections Specialist, Deployment Health Support Division, 5113 Leesburg Pike, Skyline 4, Suite 403, Falls Church, VA 22041, [humansubjects@deploymenthealth.osd.mil](mailto:humansubjects@deploymenthealth.osd.mil), 703-575-2677, Fax 703-824-4216.**

## YOUR BACKGROUND

## 1. Of which Reserve component were you a member on August 27, 2007?

- |   |  |
|---|--|
| <input type="checkbox"/> Army National Guard                                    | <input type="checkbox"/> Air National Guard  |
| <input type="checkbox"/> Army Reserve   | <input type="checkbox"/> Air Force Reserve   |
| <input type="checkbox"/> Navy Reserve   | <input type="checkbox"/> Coast Guard Reserve |
| <input type="checkbox"/> Marine Corps Reserve                                   |  |
| <input type="checkbox"/> No Reserve component → stop here and return the survey |  |

## 2. Are you . . . ?

- ☐ Male ☐ Female

3. What is your current paygrade? *Mark one.*

- |                              |                              |                              |                                       |
|------------------------------|------------------------------|------------------------------|---------------------------------------|
| <input type="checkbox"/> E-1 | <input type="checkbox"/> E-6 | <input type="checkbox"/> W-1 | <input type="checkbox"/> O-1/O-1E     |
| <input type="checkbox"/> E-2 | <input type="checkbox"/> E-7 | <input type="checkbox"/> W-2 | <input type="checkbox"/> O-2/O-2E     |
| <input type="checkbox"/> E-3 | <input type="checkbox"/> E-8 | <input type="checkbox"/> W-3 | <input type="checkbox"/> O-3/O-3E     |
| <input type="checkbox"/> E-4 | <input type="checkbox"/> E-9 | <input type="checkbox"/> W-4 | <input type="checkbox"/> O-4          |
| <input type="checkbox"/> E-5 |                              | <input type="checkbox"/> W-5 | <input type="checkbox"/> O-5          |
|                              |                              |                              | <input type="checkbox"/> O-6 or above |

## 4. Are you Spanish/Hispanic/Latino?

- ☐ No, not Spanish/Hispanic/Latino
- ☐ Yes, Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or other Spanish/Hispanic/Latino

5. What is your race? *Mark one or more races to indicate what race you consider yourself to be.*

- ☐ White
- ☐ Black or African American
- ☐ American Indian or Alaska Native
- ☐ Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)
- ☐ Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian, or Chamorro)

**Ancestry refers to your ethnic origin or descent, "roots," or heritage. It may refer to your parents' or ancestors' country of birth before their arrival in the United States. If you were not born in the United States, ancestry may also refer to your country of birth. If you have more than one origin and cannot identify with a single ancestry group, you may report two ancestry groups (for example, German-Irish). Do not report a religious group as your ancestry.**

## 6. What is your ancestry or ethnic origin? (For example, Italian, Jamaican, African American, Cambodian, Cape Verdean, Norwegian, Dominican, French Canadian, Haitian, Korean, Lebanese, Polish, Nigerian, Mexican, Taiwanese, Ukrainian, and so on).

Please print.



7. What is the highest degree or level of school that you have completed? *Mark the one answer that describes the highest grade or degree that you have completed.*

- ☐ 12 years or less of school (no diploma)  
☐ High school graduate—high school diploma or equivalent (for example, GED)  
☐ Some college credit, but less than 1 year  
☐ 1 or more years of college, no degree  
☐ Associate's degree (for example, AA, AS)  
☐ Bachelor's degree (for example, BA, AB, BS)  
☐ Master's, doctoral, or professional school degree (for example, MA, MS, MEng, MBA, MSW, PhD, MD, JD, DVM)

8. Have you served on active duty, not as a member of the National Guard/Reserve, for a cumulative 24 months or more?

- ☐ Yes ☐ No

9. About how many miles would you have to drive, one way, to get to the nearest military installation from your residence?

- ☐ 10 miles or less ☐ 41 to 60 miles  
☐ 11 to 20 miles ☐ 61 to 100 miles  
☐ 21 to 40 miles ☐ 101 miles or more

#### FAMILY AND HOUSEHOLD INFORMATION

10. What is your marital status? *Mark one.*

- ☐ Married ☐ Widowed  
☐ Separated ☐ Never married  
☐ Divorced

11. How many years have you been married to your current spouse? If you are not married, how long have you been in a relationship with your current significant other (that is, girlfriend or boyfriend)?

- ☐ Does not apply; I am not married and I do not have a girlfriend/boyfriend ⇒ IF DOES NOT APPLY, THEN GO TO QUESTION 14  
☐ Less than 1 year  
☐ 1 year to less than 6 years  
☐ 6 years to less than 10 years  
☐ 10 years or more

12. Is your spouse/significant other Spanish/Hispanic/Latino?

- ☐ No, not Spanish/Hispanic/Latino  
☐ Yes, Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or other Spanish/Hispanic/Latino

13. What race is your spouse/significant other? *Mark one or more races to indicate what you consider your spouse/significant other to be.*

- ☐ White  
☐ Black or African American  
☐ American Indian or Alaska Native  
☐ Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)  
☐ Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian, or Chamorro)

#### SATISFACTION AND RETENTION INTENTION

14. How many years have you spent in military service? *To indicate less than one year, enter "0".*

Years

15. Suppose that you have to decide whether to continue to participate in the National Guard/Reserve. Assuming you could stay, how likely is it you would choose to do so?

- ☐ Very likely  
☐ Likely  
☐ Neither likely nor unlikely  
☐ Unlikely  
☐ Very unlikely

16. In your opinion, how does your spouse/significant other view your participation in the National Guard/Reserve?

- ☐ Does not apply; I am not married and I do not have a girlfriend/boyfriend  
☐ Very favorably  
☐ Somewhat favorably  
☐ Neither favorably nor unfavorably  
☐ Somewhat unfavorably  
☐ Very unfavorably

17. In your opinion, how does your family view your participation in the National Guard/Reserve?

- ☐ Very favorably  
☐ Somewhat favorably  
☐ Neither favorably nor unfavorably  
☐ Somewhat unfavorably  
☐ Very unfavorably

18. In general, has your life been better or worse than you expected when you first entered the National Guard/Reserve?

- ☐ Much better  
☐ Better  
☐ Neither better nor worse  
☐ Worse  
☐ Much worse

◆ 19. In general, has your National Guard/Reserve duty been better or worse than you expected when you first entered the National Guard/Reserve?

- ☐ Much better  
☐ Better  
☐ Neither better nor worse  
☐ Worse  
☐ Much worse

20. Overall, how satisfied are you with the military way of life?

- ☐ Very satisfied  
☐ Satisfied  
☐ Neither satisfied nor dissatisfied  
☐ Dissatisfied  
☐ Very dissatisfied

21. How much do you agree or disagree with each of the following statements about serving in the National Guard/Reserve? Mark one answer for each statement.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. I enjoy serving in the National Guard/Reserve .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Serving in the National Guard/Reserve is consistent with my personal goals .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. I would feel guilty if I left the National Guard/Reserve .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Generally, on a day-to-day basis, I am happy with my life in the National Guard/Reserve .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. It would be difficult for me to leave the National Guard/Reserve and give up the benefits that are available .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. I would not leave the National Guard/Reserve right now because I have a sense of obligation to the people in it .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. I really feel as if the military's values are my own .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Generally, on a day-to-day basis, I am proud to be in the National Guard/Reserve .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. If I left the National Guard/Reserve, I would feel like I had let my country down .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. I continue to serve in the National Guard/Reserve because leaving would require considerable sacrifice .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

21. Continued.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
k. I feel like being a member of the National Guard/Reserve can help me achieve what I want in life .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. I intend to leave the National Guard/Reserve at the next available opportunity .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. My National Guard/Reserve component's evaluation/selection system is effective in promoting its best members .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n. I am proud to tell others that I am a member of my National Guard/Reserve component .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

22. If you had a close personal friend considering military service, would you recommend that he/she join? Mark "Yes" or "No" for each item.

	Yes	No
a. A friend who is White .....	<input type="checkbox"/>	<input type="checkbox"/>
b. A friend who is Black or African American ...	<input type="checkbox"/>	<input type="checkbox"/>
c. A friend who is American Indian or Alaska Native .....	<input type="checkbox"/>	<input type="checkbox"/>
d. A friend who is Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese) .....	<input type="checkbox"/>	<input type="checkbox"/>
e. A friend who is Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro) .....	<input type="checkbox"/>	<input type="checkbox"/>
f. A friend who is Spanish/Hispanic/Latino .....	<input type="checkbox"/>	<input type="checkbox"/>

TEMPO

23. In the past 12 months, how many days (full days, not drill periods) did you spend in a compensated (pay or points) National Guard/Reserve status? To indicate none, enter "0".

Days

24. In the past 12 months, how many nights did you spend away from your home because of your military duties? Do not include nights spent away from home before out-of-town drills. To indicate none, enter "0".

Nights



25. In the past 12 months, have you spent more or less time away from your home than you expected when you first entered the National Guard/Reserve?

- ☐ Much more than expected
- ☐ More than expected
- ☐ Neither more nor less than expected
- ☐ Less than expected
- ☐ Much less than expected

26. What impact has time away (or lack thereof) from your home in the past 12 months had on your military career intentions?

- ☐ Greatly increased your desire to stay
- ☐ Increased your desire to stay
- ☐ Neither increased nor decreased your desire to stay
- ☐ Decreased your desire to stay
- ☐ Greatly decreased your desire to stay

27. Are you currently a member of the National Guard/Reserve on full-time active duty (AGR/FTS/AR)?

- ☐ Yes ⇒ IF YES, GO TO QUESTION 37
- ☐ No

#### EMPLOYMENT/STUDENT STATUS

The following questions ask you to report your employment and student status. If you are currently activated, report your employment and student status in the week prior to your current activation.

28. Are you a military technician?

- ☐ Yes, I am currently a military technician
- ☐ Yes, in the week before my current activation I was a military technician
- ☐ No

29. Do you have a civilian job?

- ☐ Yes, I currently have a civilian job
- ☐ Yes, in the week before my current activation I had a civilian job
- ☐ No

30. Are you a student?

- ☐ Yes, I am currently a student
- ☐ Yes, in the week before my current activation I was a student
- ☐ No

#### ACTIVATION/DEPLOYMENT STATUS

Please read the following definitions carefully. In this survey, the term "**activation**" refers to the involuntary or voluntary call to active duty in support of a contingency of a National Guard/Reserve component member under the provision of 10USC 12301(a) (Full Mobilization), 10USC 12301(d) (Voluntary Active Duty), 10USC 12302 (Partial Mobilization), or 10USC 12304 (Presidential Reserve Callup). **It does NOT apply to members on full-time active duty (AGR/FTS/AR), members serving on full-time National Guard Duty, or members serving on State Active Duty.**

In this survey, the term "**deployment**" refers to the movement of a member (or unit), for duty purposes, to a location that would be considered outside normal commuting distance or time from the member's permanent duty station (i.e., the location where the member normally performs Inactive Duty Training [IDT] drills). Deployments can be to a location within the contiguous 48 states (CONUS) or to a location outside the contiguous 48 states (OCONUS).

31. Have you been activated in the past 12 months? *This includes activations that started more than 12 months ago and continued into the past 12 months.*

- ☐ Yes
- ☐ No ⇒ IF NO, GO TO QUESTION 38

32. Was at least one of your activations in the past 12 months longer than 30 consecutive days?

- ☐ Yes
- ☐ No ⇒ IF NO, GO TO QUESTION 36

33. In the past 12 months, have your activation(s) for more than 30 consecutive days been voluntary, involuntary, or both?

- ☐ Voluntary
- ☐ Involuntary
- ☐ Both

34. Did any of your activations for more than 30 consecutive days in the past 12 months result in deployment?

- ☐ Yes
- ☐ No ⇒ IF NO, GO TO QUESTION 36

35. In the past 12 months, after processing in the mobilization station, were you deployed within the contiguous 48 states (CONUS), outside the contiguous 48 states (OCONUS), or both?

- ☐ CONUS
- ☐ OCONUS
- ☐ Both

36. Are you currently activated?

- ☐ Yes
- ☐ No ⇒ IF NO, GO TO QUESTION 38

◆ 37. Are you currently deployed?

☐ Yes ☐ No

38. Since September 11, 2001, have you been deployed for any of the following operations? *Mark one answer for each item.*

	Yes, in the past 12 months	Yes, but not in the past 12 months	No
a. Operation Noble Eagle (airport security) ..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Operation Enduring Freedom (Afghanistan).....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Operation Iraqi Freedom .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Other .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**YOUR MILITARY WORKPLACE**

39. How long have you been in your present military unit? *To indicate less than one year, enter "0".*

<input type="text"/>	<input type="text"/>	Years
----------------------	----------------------	-------

40. How much do you agree or disagree with the following statements about your immediate supervisor at your military job? *Mark one answer for each statement.*

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. You trust your supervisor .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Your supervisor ensures that all assigned personnel are treated fairly. .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. There is very little conflict between your supervisor and the people who report to him/her .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Your supervisor evaluates your work performance fairly.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Your supervisor assigns work fairly in your work group .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. You are satisfied with the direction/supervision you receive.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

41. What is the race/ethnic background of your immediate supervisor in your current military work group? *Mark one or more to describe his/her race/ethnicity.*

- ☐ White  
☐ Black or African American  
☐ American Indian or Alaska Native  
☐ Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)  
☐ Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian, or Chamorro)  
☐ Spanish/Hispanic/Latino  
☐ Don't know

42. Are you currently in a military work environment where members of your racial/ethnic background are uncommon?

☐ Yes ☐ No

43. How much do you agree or disagree with the following statements about your military workplace? *Mark one answer for each statement.*

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. I know what is expected of me at work.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. I have the materials and equipment I need to do my work right .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. At work, I have the opportunity to do what I do best every duty day .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. In the last 7 duty days, I have received recognition or praise for doing good work.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. My supervisor, or someone at work, seems to care about me as a person .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. There is someone at work who encourages my development .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. At work, my opinions seem to count..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. The mission/purpose of my National Guard/Reserve component makes me feel my job is important.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. My coworkers are committed to doing quality work .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. I have a best friend at work.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. In the last 6 months, someone at work has talked to me about my progress .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. This last year, I have had opportunities at work to learn and to grow .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. At my workplace, a person's job opportunities and promotions are based only on work-related characteristics .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n. My supervisor helps everyone in my work group feel included .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
o. I trust my supervisor to deal fairly with issues of equal treatment at my workplace .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
p. At my workplace, all employees are kept well informed about issues and decisions that affect them .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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44. How much do you agree or disagree with the following statements about the people you work with at your military workplace? *Mark one answer for each statement.*

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. There is very little conflict among your coworkers .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Your coworkers put in the effort required for their jobs .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. The people in your work group tend to get along .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. The people in your work group are willing to help each other .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. You are satisfied with the relationships you have with your coworkers .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. You put more effort into your job than your coworkers do .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

45. How much do you agree or disagree with the following statements about the work you do at your military workplace? *Mark one answer for each statement.*

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. Your work provides you with a sense of pride .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Your work makes good use of your skills .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. You like the kind of work you do .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Your job gives you the chance to acquire valuable skills .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. You are satisfied with your job as a whole .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

46. Overall, how well prepared ... *Mark one answer for each item.*

	Very poorly prepared	Poorly prepared	Neither well nor poorly prepared	Well prepared	Very well prepared
a. Are you to perform your wartime job? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Is your unit to perform its wartime mission? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

47. How would you rate ... *Mark one answer for each item.*

	Very low	Low	Moderate	High	Very high
a. Your current level of morale? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. The current level of morale in your unit? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

48. How much do you agree or disagree with the following statements about your National Guard/Reserve unit? *Mark one answer for each statement.*

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. Members in your unit really care about each other .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Members in your unit work well as a team .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Members in your unit pull together to get the job done .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Members in your unit trust each other .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

### STRESS, HEALTH, AND WELL-BEING

49. How true or false is each of the following statements for you? *Mark one answer for each statement.*

	Definitely true	Mostly true	Mostly false	Definitely false
a. I am as healthy as anybody I know .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. I seem to get sick a little easier than other people .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. I expect my health to get worse .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. My health is excellent .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>





**54. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? Mark one answer for each statement.**

	No, or does not apply	Yes, but my race/ethnicity was NOT a factor	Yes, and my race/ethnicity was a factor
a. You were rated lower than you deserved on your last military evaluation.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Your last military evaluation contained unjustified negative comments.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. You were held to a higher performance standard than others in your military job...	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. You did not get a military award or decoration given to others in similar circumstances .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Your current military assignment has not made use of your job skills .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. You were not able to attend a major school needed for your military specialty..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. You did not get to go to short (1- to 3-day) courses that would provide you with needed skills for your military job .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. You received lower grades than you deserved in your military training.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. You did not get a military job assignment that you wanted because of scores that you got on tests.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Your current military assignment is not good for your career if you continue in the military.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. You did not receive day-to-day, short-term tasks that would help you prepare for military advancement .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. You did not have a professional relationship with someone who advised (mentored) you on military career development or advancement.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. You did not learn until it was too late of opportunities that would help your military career .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n. You were unable to get straight answers about your military promotion possibilities.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
o. You were taken to nonjudicial punishment or court martial when you should not have been.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
p. You were punished at your military job for something that others did without being punished.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
q. You were excluded by your military peers from social activities.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
r. You had other bothersome experiences at your military job.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please print.

**55. Based on your responses to Questions 53-54, would you say that the experiences you reported happening are racial/ethnic harassment or discrimination? Mark one.**

- ☐ Yes, racial/ethnic harassment  
☐ Yes, racial/ethnic discrimination  
☐ Yes, both racial/ethnic harassment and discrimination  
☐ No, neither racial/ethnic harassment nor discrimination ⇒ IF NO, GO TO QUESTION 57  
☐ Does not apply, I did not mark that anything had happened to me because of race/ethnicity ⇒ IF DOES NOT APPLY, GO TO QUESTION 75

**56. Do you think that DoD/DHS and your National Guard/Reserve component have a responsibility to prevent the racial/ethnic harassment or discrimination which YOU MARKED AS HAPPENING TO YOU? Mark one.**

- ☐ No  
☐ Yes, some of it  
☐ Yes, all of it

#### ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

**57. Think about the situations you experienced during the past 12 months that involved the behaviors you marked in Questions 53-54 as having happened to you because of race/ethnicity. Now pick the event or set of related events that bothered you most.**

**What behavior(s) did you experience during the situation? Mark "Yes" or "No" for each item.**

	Yes	No
a. Offensive race/ethnic-related speech, pictures/printed material, non-verbal looks, or dress .....	<input type="checkbox"/>	<input type="checkbox"/>
b. Race/ethnic-related threats, intimidation, vandalism, or physical assault .....	<input type="checkbox"/>	<input type="checkbox"/>
c. Racial/ethnic discrimination in assignments, daily tasks, availability of mentorship, access to information about career opportunities or promotion potential.....	<input type="checkbox"/>	<input type="checkbox"/>
d. Race/ethnic-motivated negative evaluations, differences in performance standards, and distribution of awards/decorations.....	<input type="checkbox"/>	<input type="checkbox"/>
e. Nonjudicial punishment, or additional punishment(s) because of your race/ethnicity .....	<input type="checkbox"/>	<input type="checkbox"/>

## ◆ 57. Continued.

- f. Unfair training scores, and/or lack of access to schools/training because of your race/ethnicity .....
- g. Other ways in which you have been bothered/hurt by military personnel, DoD/DHS civilian employees and/or contractors because of your race/ethnicity .....

	Yes	No
f.	<input type="checkbox"/>	<input type="checkbox"/>
g.	<input type="checkbox"/>	<input type="checkbox"/>

Please print.

## 58. To what extent was this situation . . . Mark one answer for each item.

	Very large extent	Large extent	Moderate extent	Small extent	Not at all
a. Annoying? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Offensive? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Disturbing? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Threatening? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Disillusioning? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## 59. During the course of the situation you have in mind, how often did the event(s) occur?

- ☐ Once
- ☐ Occasionally
- ☐ Frequently

## 60. How long did this situation last or, if continuing, how long has it been going on?

- ☐ Less than 1 week
- ☐ 1 week to less than 1 month
- ☐ 1 month to less than 3 months
- ☐ 3 months to less than 6 months
- ☐ 6 months or more

## 61. Where did this situation occur? Mark one.

- ☐ At a military installation (for example, on base)
- ☐ Some behaviors occurred at a military installation and some did not
- ☐ Not at a military installation (for example, off base) ⇒ IF NO, GO TO QUESTION 63

## 62. Did any of the behaviors in the situation on base occur . . . Mark "Yes" or "No" for each item.

	Yes	No
a. At your military work (the place where you perform your military duties)? .....	<input type="checkbox"/>	<input type="checkbox"/>
b. During duty hours? .....	<input type="checkbox"/>	<input type="checkbox"/>
c. In a military work environment where members of your racial/ethnic background are uncommon? .....	<input type="checkbox"/>	<input type="checkbox"/>
d. At a military non-work location (for example, gym, quarters/housing, exchange/commissary, bowling alley)? .....	<input type="checkbox"/>	<input type="checkbox"/>

## 63. Did any of the behaviors in the situation occur while you were . . . Mark "Yes," "No," or "Does not apply" for each item.

	Does not apply	No	Yes
a. Deployed? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. At your civilian job? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. At your civilian school? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Near your place of residence? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## 64. Was the offender(s) . . . ? Mark one.

- ☐ One person (male)
- ☐ One person (female)
- ☐ More than one person (all males)
- ☐ More than one person (all females)
- ☐ More than one person (both males and females)
- ☐ Not sure

## 65. Was the offender(s) . . . Mark "Yes," "No," or "Don't know" for each item.

	Don't know	No	Yes
a. White? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Black or African American? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. American Indian or Alaska Native? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro)? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Spanish/Hispanic/Latino? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



**66. Was the offender(s) . . . Mark "Yes," "No," or "Don't know" for each item.**

	Don't know	No	Yes
a. Someone in your chain-of-command? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Other military person(s) of higher rank/grade than you? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Your military coworker(s)? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Your military subordinate(s)? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Other military person(s)? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. DoD/DHS civilian employee(s)? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. DoD/DHS civilian contractor(s)? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Unknown person(s)? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**67. As a result of the situation, did you . . . Mark "Yes" or "No" for each item.**

	No	Yes
a. Try to ignore the behavior? .....	<input type="checkbox"/>	<input type="checkbox"/>
b. Try to avoid the person(s) who bothered you? .....	<input type="checkbox"/>	<input type="checkbox"/>
c. Tell the person(s) to stop? .....	<input type="checkbox"/>	<input type="checkbox"/>
d. Ask someone else to speak to the person(s) for you? .....	<input type="checkbox"/>	<input type="checkbox"/>
e. Settle it yourself physically? .....	<input type="checkbox"/>	<input type="checkbox"/>
f. Call a hotline for advice/information (not to file a complaint)? .....	<input type="checkbox"/>	<input type="checkbox"/>
g. Request a transfer? .....	<input type="checkbox"/>	<input type="checkbox"/>
h. Think about getting out of your National Guard/Reserve component? .....	<input type="checkbox"/>	<input type="checkbox"/>
i. Accomplish less than you would like at your military work? .....	<input type="checkbox"/>	<input type="checkbox"/>

**68. Did you report this situation to any of the following National Guard/Reserve/DoD/DHS individuals or organizations? Mark "Yes" or "No" for each item.**

	No	Yes
a. Someone in your chain-of-command .....	<input type="checkbox"/>	<input type="checkbox"/>
b. Someone in the chain-of-command of the person who did it .....	<input type="checkbox"/>	<input type="checkbox"/>
c. Special military office responsible for handling these kinds of complaints (for example, Military Equal Opportunity or Civil Rights Office) .....	<input type="checkbox"/>	<input type="checkbox"/>
d. Other person or office with responsibility for follow-up .....	<input type="checkbox"/>	<input type="checkbox"/>
e. Chaplain, counselor, ombudsman, or health care provider .....	<input type="checkbox"/>	<input type="checkbox"/>

**If you answered "No" to every item in Question 68, GO TO QUESTION 74.**

**69. What actions were taken in response to your report? Mark "Yes," "No," or "Don't know" for each statement.**

	Don't know	No	Yes
a. Person(s) who bothered you was talked to about the behavior .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Your complaint was/is being investigated ..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. The situation was resolved informally .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. The rules on harassment and discrimination were explained to everyone in the unit/office/place where the problem had occurred .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. You were encouraged to drop the complaint .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Your complaint was discounted or not taken seriously .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Members of your chain-of-command were hostile toward you .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Your coworkers were hostile toward you ..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. No action was taken .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. You do not know what action was taken ...	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**70. How satisfied are you with the following aspects of the reporting process? Mark one answer for each item.**

	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
a. Availability of information about how to file a complaint .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Availability of information about how to follow-up on a complaint .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Treatment by personnel handling your complaint .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Amount of time it took/is taking to resolve your complaint .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. How well you were/are kept informed about the progress of your complaint .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Degree to which your privacy was/is being protected .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. The complaint process overall .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**71. Was your complaint found to be true? Mark one.**

☐ Yes

☐ No

☐ They were unable to determine whether your complaint was true or not

☐ Does not apply, the action is still being processed ⇒ IF DOES NOT APPLY, GO TO QUESTION 73

◆ 72. How satisfied were you with the outcome of your complaint?

- ☐ Very satisfied  
☐ Satisfied  
☐ Neither satisfied nor dissatisfied  
☐ Dissatisfied  
☐ Very dissatisfied

73. As a result of reporting the situation, did you experience any . . . Mark "Yes," "No," or "Don't know" for each item.

	Don't know	No	Yes
a. Professional retaliation (for example, loss of privileges, denied promotion/training, transferred to less favorable job)? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Social retaliation (for example, ignored by coworkers, being blamed for the situation)? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

If you reported the situation to a National Guard/Reserve/DoD/DHS individual or organization, GO TO QUESTION 75.

74. What were your reasons for not reporting the situation to any of the National Guard/Reserve/DoD/DHS individuals or organizations? Mark "Yes" or "No" for each statement.

	No	Yes
a. You thought it was not important enough to report.....	<input type="checkbox"/>	<input type="checkbox"/>
b. You did not know how to report.....	<input type="checkbox"/>	<input type="checkbox"/>
c. You felt uncomfortable making a report .....	<input type="checkbox"/>	<input type="checkbox"/>
d. You took care of the problem yourself .....	<input type="checkbox"/>	<input type="checkbox"/>
e. You did not think anything would be done ....	<input type="checkbox"/>	<input type="checkbox"/>
f. You thought you would not be believed .....	<input type="checkbox"/>	<input type="checkbox"/>
g. You thought reporting would take too much time and effort.....	<input type="checkbox"/>	<input type="checkbox"/>
h. You thought you would be labeled a troublemaker .....	<input type="checkbox"/>	<input type="checkbox"/>
i. You thought it would make your work situation unpleasant.....	<input type="checkbox"/>	<input type="checkbox"/>
j. You thought your performance evaluation or chance for promotion would suffer.....	<input type="checkbox"/>	<input type="checkbox"/>
k. You were afraid of retaliation/reprisals from the person(s) who did it or from their friends .....	<input type="checkbox"/>	<input type="checkbox"/>
l. You were afraid of retaliation/reprisals from your chain-of-command .....	<input type="checkbox"/>	<input type="checkbox"/>
m. You did not know the identity of the person(s) who did it.....	<input type="checkbox"/>	<input type="checkbox"/>

EXPERIENCES IN THE CIVILIAN COMMUNITY  
IN THE PAST 12 MONTHS

75. How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around where you live . . . Mark one answer for each item.

	Often	Sometimes	Once or twice	Never
a. Made unwelcome attempts to draw you into an offensive discussion of racial/ethnic matters? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Told stories or jokes which were racist or depicted your race/ethnicity negatively? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Were condescending to you because of your race/ethnicity? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Put up or distributed materials (for example, pictures, leaflets, symbols, graffiti, music, stories) which were racist or showed your race/ethnicity negatively? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Displayed tattoos or wore distinctive clothes which were racist? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Did not include you in social activities because of your race/ethnicity? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Made you feel uncomfortable by hostile looks or stares because of your race/ethnicity? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Made offensive remarks about your appearance (for example, about skin color) because of your race/ethnicity? ..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Made remarks suggesting that people of your race/ethnicity are not suited for the kind of work you do? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Made other offensive remarks about your race/ethnicity (for example, referred to your race/ethnicity with an offensive name)? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. Vandalized your property because of your race/ethnicity? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. Made you feel threatened with retaliation if you did not go along with things that were racially/ethnically offensive to you? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. Physically threatened or intimidated you because of your race/ethnicity? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n. Assaulted you physically because of your race/ethnicity? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
o. Other race/ethnic-related experiences involving civilians in the local community? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please print.



**76. Based on your responses to Question 75, would you say that the experiences you reported happening are racial/ethnic harassment or discrimination? *Mark one.***

- ☐ Yes, racial/ethnic harassment  
☐ Yes, racial/ethnic discrimination  
☐ Yes, both racial/ethnic harassment and discrimination  
☐ No, neither racial/ethnic harassment nor discrimination ⇒ IF NO, GO TO QUESTION 78  
☐ Does not apply, you did not mark that anything had happened to you because of race/ethnicity ⇒ IF DOES NOT APPLY, GO TO QUESTION 78

**77. Do you think that DoD/DHS and your National Guard/Reserve component have a responsibility to prevent the racial/ethnic harassment or discrimination by civilians which YOU MARKED AS HAPPENING TO YOU? *Mark one.***

- ☐ No  
☐ Yes, some of it  
☐ Yes, all of it

#### PERSONNEL POLICY AND PRACTICES

**78. Please give your opinion about whether the persons below make honest and reasonable efforts to stop racial/ethnic harassment and discrimination, regardless of what is said officially. *Mark "Yes," "No," or "Don't know" for each item.***

- |   | Don't know               | No                       | Yes                      |
|---|--------------------------|--------------------------|--------------------------|
| a. Senior leadership of my National Guard/ Reserve component..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Senior leadership of my installation/ship....                  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. My immediate supervisor.....                                   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

**79. Has the military paid too much or too little attention to racial/ethnic harassment and discrimination during the past several years?**

- ☐ Too much attention  
☐ The right amount of attention  
☐ Too little attention

**80. How would you rate race relations . . . *Mark one answer for each item.***

- |  | Poor                     | Fair                     | Good                     | Very good                | Excellent                |
|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| a. In your military work group?.....               | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. At your military duty station?.....             | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. In your National Guard/Reserve component? ..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

**80. Continued.**

- |  | Poor                     | Fair                     | Good                     | Very good                | Excellent                |
|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| d. In the local community around where you live? .....             | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. In the local community around your military duty station? ..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

**81. In your military work group, to what extent . . . *Mark one answer for each statement.***

- |  | Very large extent        | Large extent             | Moderate extent          | Small extent             | Not at all               |
|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| a. Would members of your work group feel free to report racial/ ethnic harassment and discrimination without fear of reprisals?..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Would complaints about racial/ ethnic harassment and discrimination be taken seriously? ...                                       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Would people be able to get away with racial/ethnic harassment and discrimination? .....  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. Are policies forbidding racial/ethnic harassment and discrimination publicized?.....  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. Are complaint procedures related to racial/ethnic harassment and discrimination publicized?.....                                  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

**82. At your military duty station . . . *Mark "Yes" or "No" for each item.***

- |  | No                       | Yes                      |
|--|--------------------------|--------------------------|
| a. Would you know how to report experiences of race/ethnic harassment and/or discrimination? ..... | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Is the availability of complaint hotlines publicized? .....                                     | <input type="checkbox"/> | <input type="checkbox"/> |

**83. At your military duty station, to what extent . . . *Mark one answer for each item.***

- |   | Very large extent        | Large extent             | Moderate extent          | Small extent             | Not at all               |
|---|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| a. Are racist/extremist organizations or individuals a problem? ..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Are hate crimes a problem? .....                                   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Are gangs a problem?.....  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

- ◆ 84. In the local community around where you live, to what extent ... *Mark one answer for each item.*

Very large extent  
Large extent  
Moderate extent  
Small extent  
Not at all

- a. Are racist/extremist organizations or individuals a problem? .....  
b. Are hate crimes a problem? .....  
c. Are gangs a problem? .....

85. To what extent ... *Mark one answer for each statement.*

Very large extent  
Large extent  
Moderate extent  
Small extent  
Not at all

- a. Do you feel uneasy being around people who are of race/ethnic backgrounds different from yours? ...  
b. Have you felt pressure from National Guard/Reserve component members who are of your race/ethnicity not to socialize with members of other race/ethnic groups? .....  
c. Do you feel comfortable interacting with people from different race/ethnic groups? .....

86. During the past 12 months, have you been involved in a racial confrontation ... *Mark one answer for each item.*

Yes, and I have seen it happen to others  
Yes, but I have NOT seen it happen to others  
No, but I have seen it happen to others  
No, and I have NOT seen it happen to others

- a. On your installation/ship? .....  
b. In the local community around your military duty station? .....  
c. In the local community around where you live? .....

87. During the past 12 months, has someone asked you ... *Mark "Yes" or "No" for each item.*

No  
Yes

- a. To join an extremist organization? .....  
b. To participate in extremist activities? .....

88. Do you regularly read websites/literature that ... *Mark "Yes" or "No" for each item.*

No  
Yes

- a. Advocate the separation of people based on race/ethnicity? .....  
b. Warn of the dangers of interactions between people of different races/ethnicities? .....  
c. Point out the dangers of racial/ethnic diversity? .....  
d. Point out the dangers of racial/ethnic tolerance? .....

89. Do you agree with the ideals of organizations that ... *Mark "Yes" or "No" for each item.*

No  
Yes

- a. Advocate the separation of people based on race/ethnicity? .....  
b. Warn of the dangers of interactions between people of different races/ethnicities? .....  
c. Point out the dangers of racial/ethnic diversity? .....  
d. Point out the dangers of racial/ethnic tolerance? .....

### TRAINING

90. Have you had any training from military sources during the past 12 months on topics related to racial/ethnic harassment and discrimination?

- ☐ Yes  
☐ No ⇒ IF NO, GO TO QUESTION 94

91. In the past 12 months, how many times have you had training from military sources on topics related to racial/ethnic harassment and discrimination? *To indicate nine or more, enter "9".*

Times

92. My National Guard/Reserve component's training ... *Mark one answer for each item.*

Strongly disagree  
Disagree  
Neither agree nor disagree  
Agree  
Strongly agree

- a. Provides a good understanding of what words and actions are considered racial/ethnic harassment and discrimination .....



92. Continued.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
b. Teaches that racial/ethnic harassment and discrimination reduces the cohesion and effectiveness of the military as a whole .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Identifies behaviors that are offensive to others and should not be tolerated .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Gives useful tools for dealing with racial/ethnic harassment and discrimination .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Explains the process for reporting racial/ethnic harassment and discrimination .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Makes me feel it is safe to complain about offensive, race/ethnic-related situations .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Promotes cross-cultural awareness .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Provides information about policies, procedures, and consequences of racial/ethnic harassment and discrimination .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Provides information on my National Guard/Reserve component's policies on participation in racist/extremist organizations, hate crimes, or gangs .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Promotes religious tolerance .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

93. In your opinion, how effective was the training you received in actually reducing/preventing behaviors which might be seen as racial/ethnic harassment and discrimination?

- ☐ Very effective  
☐ Moderately effective  
☐ Slightly effective  
☐ Not at all effective

#### MILITARY/CIVILIAN COMPARISONS

94. In your opinion, how often does racial/ethnic harassment and discrimination occur at military workplaces compared to civilian workplaces?

- ☐ Don't know, I have not worked in a civilian job  
☐ Much less often in the military  
☐ Less often in the military  
☐ About the same  
☐ More often in the military  
☐ Much more often in the military

95. How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world? *Mark one answer for each item.*

	Much better as a civilian	Better as a civilian	No difference	Better in the military	Much better in the military
a. Promotion opportunities .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Pay and benefits .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Fair performance evaluations .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Education and training opportunities .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Quality of life .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Fair administration of criminal justice .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Chance to show pride in yourself .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Chance to show pride in your race/ethnic group .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Freedom from harassment .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Freedom from discrimination .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. Freedom from racist/extremist organizations, hate crimes, or gangs .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. Race/ethnic relations overall .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

96. In your opinion, have race/ethnic relations in our nation gotten better or worse over the last 5 years?

- ☐ Better today  
☐ About the same as 5 years ago  
☐ Worse today

97. In your opinion, have opportunities in our nation gotten better or worse over the last 5 years for ... *Mark one answer for each item.*

	Much worse	Worse	Neither better nor worse	Better	Much better
a. Blacks or African Americans? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. American Indians or Alaska Natives? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Asians, Native Hawaiians or Pacific Islanders? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Spanish/Hispanic/Latinos? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Arab Americans? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Whites? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Muslims? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

◆ 98. In your opinion, how often does racial/ethnic harassment and discrimination occur in the military now, as compared with the last 5 years?

- ☐ Much less often
- ☐ Less often
- ☐ About the same
- ☐ More often
- ☐ Much more often
- ☐ Don't know, I have been in the military less than 5 years → IF DON'T KNOW, GO TO QUESTION 101

99. In your opinion, have race/ethnic relations overall in the military gotten better or worse over the last 5 years?

- ☐ Better today  
☐ About the same as 5 years ago  
☐ Worse today

100. In your opinion, have opportunities in the military gotten better or worse over the last 5 years for ...  
Mark one answer for each item.

Group	Much worse	Worse	Neither better nor worse	Better	Much better
Americans? .....	~10%	~10%	~40%	~30%	~10%
or Alaska Natives? .....	~10%	~10%	~40%	~30%	~10%
Hawaiians or .....	~10%	~10%	~40%	~30%	~10%
? .....	~10%	~10%	~40%	~30%	~10%
/Latinos? .....	~10%	~10%	~40%	~30%	~10%
.....	~10%	~10%	~40%	~30%	~10%
.....	~10%	~10%	~40%	~30%	~10%
.....	~10%	~10%	~40%	~30%	~10%
.....	~10%	~10%	~40%	~30%	~10%

## TAKING THE SURVEY

101. If you have comments or concerns that you were not able to express in answering this survey, please print them in the space provided. Please do not use identifying names or information. Your feedback is useful and appreciated.

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